

**Special Council Meeting**  
**AGENDA**

Tuesday, January 24, 2017, 5:30 pm  
Tecumseh Town Hall  
[www.tecumseh.ca](http://www.tecumseh.ca)

Pages

1. **CALL TO ORDER**
2. **ROLL CALL**
3. **DISCLOSURE OF PECUNIARY INTEREST**
4. **INTRODUCTION AND PURPOSE OF MEETING**
5. **DELEGATIONS**
  - a. John Matheson, StrategyCorp  
Re: Ward Boundary and Council Structure Review
6. **COMMUNICATIONS**
7. **REPORTS**
  - a. Chief Administrative Officer, Report No. 02/17 2  
Re: Ward Boundary & Council Structure Review – Consultant’s Final Report
  - b. StrategyCorp 5  
Re: Town of Tecumseh – Ward Boundary and Council Structure Review, Final Report
8. **ADJOURNMENT**



## THE CORPORATION OF THE TOWN OF TECUMSEH

Chief Administrative Officer  
Report No. 02/17

**TO:** Mayor and Members of Council

**FROM:** Chief Administrative Officer

**DATE OF REPORT:** January 9, 2017

**DATE TO COUNCIL:** January 24, 2017

**SUBJECT:** Ward Boundary & Council Structure Review – Consultant's Final Report

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### **RECOMMENDATIONS**

It is recommended that:

1. The StrategyCorp Ward Boundary & Council Structure Review – Final Report **be received**.
2. The Council and Ward Structure Options, and recommended Option, as contained in the StrategyCorp Final Report **be considered** by Council.
3. The results of the Ward Boundary & Council Structure Review – Final Report **be posted** on the Town website and **be circulated** through Social Media channels.

### **BACKGROUND**

At Council's Regular Meeting on December 14, 2016, StrategyCorp presented an Interim Report on the Ward Boundary & Council Structure Review. Several options were identified for consideration, based on feedback received during the stakeholder outreach process.

Discussion took place on a number of the options presented in the Interim Report. A Final Report will be presented to Council at their meeting on January 24, 2017, with recommendations on the following:

- Ward boundaries
- Ranked ballot voting
- Voting methods

### **COMMENTS**

The Interim Report was tabled at the December 13, 2016 meeting to allow Council to consider the options developed and to contemplate their preference for discussion and decision at the next meeting.

A Special Council Meeting has been scheduled for January 24, 2017 at 5:30 pm respecting the Ward Boundary & Council Structure Review – Final Report (Final Report).

In addition, Administration will prepare two further reports on matters arising from the Final Report. The first will address Ranked Ballot Voting and Voting Methods, taking into consideration StrategyCorp's findings from the review and public consultation. The second will address the implementation of the Ward Boundary and Council Structure option decided upon by Council at the January 24, 2017 SCM.

## **CONSULTATIONS**

Corporate Services & Clerk  
Planning & Building Services  
Chief Administrative Officer  
Council Members  
Community Stakeholders & Residents

## **FINANCIAL IMPLICATIONS**

Depending on the Option selected by Council to move forward, any related financial implications will be determined and included in a future report to Council on the 2018 Municipal Election.

## **LINK TO STRATEGIC PRIORITIES**

No.	2015-16 Strategic Priorities	Applicable
1.	Make the Town of Tecumseh an even better place to live, work and invest through a shared vision for our residents and newcomers.	✓
2.	Ensure that the Town of Tecumseh's current and future growth is built upon the principles of sustainability and strategic decision-making.	✓
3.	Integrate the principles of health and wellness into all of the Town of Tecumseh's plans and priorities.	✓
4.	Steward the Town's "continuous improvement" approach to municipal service delivery to residents and businesses.	✓
5.	Demonstrate the Town's leadership role in the community by promoting good governance and community engagement, by bringing together organizations serving the Town and the region to pursue common goals.	✓

## **COMMUNICATIONS**

Not applicable ☐

Website ☒ Social Media ☒ News Release ☒ Local Newspaper ☒

This report has been reviewed by senior Administration as indicated below and recommended for submission by the CAO.

Prepared by:

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Tony Haddad, MSA, CMO, CPFA  
Chief Administrative Officer

Reviewed by:

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Laura Moy,  
Director, Corporate Services & Clerk

Recommended by:

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Tony Haddad, MSA, CMO, CPFA  
Chief Administrative Officer

Attachment(s):     1. StrategyCorp, *Town of Tecumseh – Ward and Council Structure Review – Final Report*, January 2017

TH/ep



# **Town of Tecumseh – Ward Boundary and Council Structure Review**

## **Final Report**

January 2017

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 STRATEGYCORP.COM

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## Executive Summary

In June 2016, the Town of Tecumseh (the “Town” or “Tecumseh”) retained StrategyCorp Inc. to conduct a Ward Boundary and Council Structure Review (the “Review”).

Over the summer and fall, we have had the pleasure of speaking to Tecumseh’s elected officials, staff and residents about the structure of Tecumseh’s government.

Tecumseh is a diverse municipality that contains distinct communities of interest, including a large rural area, pre-amalgamation municipalities and suburban areas that are on the cusp of significant growth.

Ontario law gives municipalities a significant degree of flexibility to pick their own ward and council structure. In the case of Tecumseh, the challenge is finding a model that can deliver effective representation given the municipality’s distinct communities of interest and the uneven distribution of expected population growth.

This report is divided into four parts. Part One describes the Review’s scope and process. It also sets out the framework that will be used to evaluate ward boundary and council structure concepts.

Part Two provides an overview of the four broad categories of choices at the core of the Review (the size of council, the method by which councillors are elected, the number of wards and the design of ward boundaries). Stakeholder and public feedback on the four choices are integrated into the discussion. As set out in the Review’s Terms of Reference, Part Two also includes a discussion of ranked ballot voting and voting method (internet, telephone, mail, in person). As set out in more detail below, we do not recommend moving ahead with ranked ballots at this time.

Part Three uses the Evaluation Framework coupled with our research as well as public consultations to provide an analysis of the 13 different ward and council structure concepts, including the status quo. Appendix “B” includes a one page summary of the 13 different concepts.

Finally, Part Four sets out a preferred option as well as implementation options.

### **Recommendation: Option 3B**

There are a number of ward and council structure options that meet the test of effective representation. Admittedly, the Town’s shape, coupled with the pattern of existing and planned settlement, create challenges to achieving a perfect population balance among wards.

Nevertheless, Option 3B appears to be the best fit having regard to the principles of effective representation and the opinions of stakeholders and the community.

Option 3B consists of a seven member council with five ward councillors, a deputy mayor and the mayor. In our view, Option 3B strikes the right balance between accommodating Tecumseh’s expected population growth and ensuring rural representation on council. It also achieves one councillor per ward and creates ward boundaries that respects existing neighbourhoods.



# Part One: Overview and Guiding Principles

## Introduction

The council approved Terms of Reference for the Review are attached to this report as Appendix “A.”

As set out in the Terms of Reference, the overarching purpose of the Review is to “conduct a comprehensive review of the Town of Tecumseh’s ward boundaries and council structure.”

The core of the Review focusses on three issues:

1. The size of Tecumseh’s Council (i.e., the number of elected representatives on Tecumseh’s Council);
2. How councillors are elected (i.e., a ward, at-large or combined system); and,
3. The number and boundaries of Tecumseh’s wards.

## Council and Ward Structure Review Process

Working closely with Town staff, the Review has proceeded in three broad phases.

During the first phase, we developed a preliminary evaluation of Tecumseh’s current council and ward structure. Our preliminary analysis was built on a review of background information provided by the Town as well as one-on-one stakeholder interviews with Tecumseh’s mayor, deputy mayor, five councillors and senior staff, including the Chief Administrative Officer, the Director, Corporate Services and Clerk and the Director, Planning and Building Services.

Public consultation was the focus of the second phase and central to the Review’s process. There were several opportunities for public input and feedback, including:

- Information about the Review was posted on the Town’s website;
- Four public consultation meetings were held in two convenient locations on October 27, 2016. Advance public notice was provided in the local newspaper; and,
- A public engagement survey was posted on the Town’s website. The deadline for completion of the survey was also extended to the end of November 2016.

In December 2016, we presented an Interim Report to Town Council. The purpose of the Interim Report was to gather additional input and feedback on the 11 ward boundary and council structure options presented to the public in October 2016. We also requested feedback on an additional option (3A) developed through the public consultation process.

In the third and final phase, we synthesized public and stakeholder feedback with our research into this Final Report for Town Council’s consideration.

## A Note on the Public Engagement Survey

The public engagement survey was available online and provided a convenient mechanism for residents to get involved by providing their opinions and feedback.

The 94 completed responses provided qualitative insights into the opinions of participants, which were very helpful in the preparation and evaluation of ward and council structure options.

Given that respondents were self-selecting, the public engagement survey results should not be misconstrued as a representative sample or a quantitative public opinion poll of the population of Tecumseh. Such a poll would have required a randomly selected group of participants, chosen using methods to model Tecumseh's demographics.

This is a survey of willing participants. As a result, where we have reported on the numerical outcomes of the survey, it should be taken as a report on the opinions of those who participated and not as representative of broader public opinion.

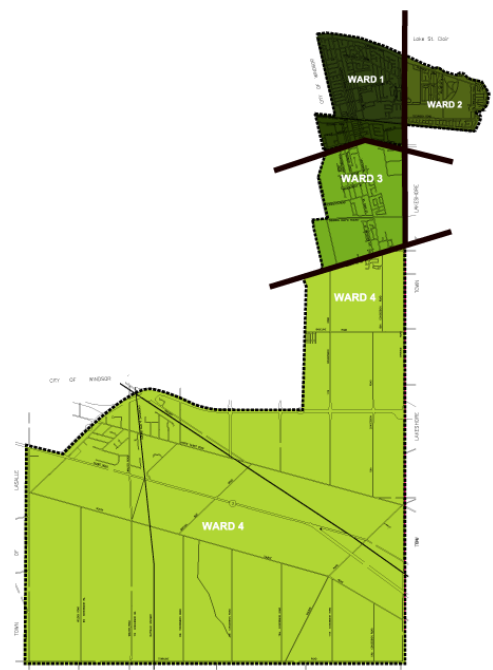
## Tecumseh's Current Council and Ward Structure

Tecumseh is a diverse, 94 square kilometre municipality composed of two distinct urban areas, a large rural area, a significant industrial node and a suburban area set for significant growth. A significant part of the Town's growth and development is fueled by its close proximity to the City of Windsor, the regional job and service centre.

On January 1, 1999, the Town of Tecumseh, the Township of Sandwich South and the Village of St. Clair Beach were amalgamated into the Town of Tecumseh by way of an Amalgamation Order issued by the Minister of Municipal Affairs and Housing (the Order).

The Order established Tecumseh's current ward boundaries and council structure. The current ward boundaries largely reflect Tecumseh's pre-amalgamation municipalities.<sup>1</sup>

Tecumseh's council is composed of a mayor, deputy mayor and five councillors. Ward 1 is represented by two councillors, while wards 2, 3 and 4 are each represented by a single councillor. The mayor and deputy mayor are elected at large and represent the Town on Essex County Council.



*Current Ward Boundaries*

<sup>1</sup> On January 1, 2003, the City of Windsor annexed certain lands formerly located in Wards 3 and 4. The annexation changed the shape of Wards 3 and 4 but did not otherwise impact Tecumseh's ward boundaries or council structure.

## Current Population

Tecumseh's current population is estimated to be 23,134. There is no significant seasonal population. A breakdown of the Town's population by ward is provided in the table below.

Ward	Councillors	Current Population	Population Per Councillor	Share of Total Population
Ward 1	2	12,836	6,418	55%
Ward 2	1	3,629	3,629	16%
Ward 3	1	4,049	4,049	18%
Ward 4	1	2,620	2,620	11%
<b>TOTAL</b>	<b>5</b>	<b>23,134</b>	<b>N/A</b>	<b>N/A</b>

Source: MPAC, 2014

## Population Growth

StrategyCorp worked with Tecumseh's staff to estimate current and future population growth as well as anticipate where that growth is expected to occur.

The Terms of Reference require the Review to have regard for population growth for at least the next three terms of council. For consistency with the Town's planning framework, 2031 was chosen as the population growth horizon.

Tecumseh's 2031 population is expected to be 30,135, representing growth of approximately 7,000 people. The vast majority of that growth is expected to occur in Ward 3. Minimal growth is anticipated in Wards 1 and 2 while no growth is anticipated in Ward 4. A breakdown of the Town's current and 2031 population by ward is provided in the table below.

Ward	Councillors	Current Population	Current Population Per Councillor	2031 Population	2031 Population Per Councillor
Ward 1	2	12,836	6,418	13,405	6,703
Ward 2	1	3,629	3,629	4,101	4,101
Ward 3	1	4,049	4,049	10,003	10,003
Ward 4	1	2,620	2,620	2,626	2,626
<b>TOTAL</b>	<b>5</b>	<b>23,134</b>	<b>N/A</b>	<b>30,135</b>	<b>N/A</b>

Source: MPAC, 2014 and Town of Tecumseh

## Guiding Principles

The Review's Terms of Reference set out five guiding principles subject to the "overriding principle" of effective representation. The five guiding principles are:

- **Representation by Population:** wards should have relatively equal population totals. However, a degree of variation is acceptable given differences in geography and population densities as well as the Town's characteristics;
- **Population and Electoral Trends:** consider anticipated population increases/decreases so that ward sizes will be balanced for up to three terms of council;
- **Means of Communication and Accessibility:** group existing neighbourhoods into wards that reflect current transportation and communication patterns;
- **Geographic and Topographical Features:** use geographical and topographical features to delineate ward boundaries while keeping wards compact and easy to understand; and,
- **Community or Diversity of Interests:** as far as possible, ward boundaries should be drawn around recognized settlement areas, traditional neighbourhoods and community groupings – not through them.

## The Principle of Effective Representation

The principle of effective representation was set out by the Supreme Court of Canada in *Reference Re Provincial Electoral Boundaries (Saskatchewan)*, [1991] 2 S.C.R. 158 (*Carter*),<sup>2</sup> the leading authority for evaluating electoral systems in Canada.

The issue in *Carter* was whether a difference in population between provincial ridings in Saskatchewan infringed the right to vote protected by section 3 of the *Canadian Charter of Rights and Freedoms* (the *Charter*).

In *Carter*, the Supreme Court held that the purpose of the right to vote enshrined in the *Charter* is not "equality of voting power" but the right to "effective representation."

Effective representative is the right to be "represented in government," where "representation" entails both the right to a voice in the deliberations of government (the legislative role of elected representatives) and the right to bring your concerns to your representative (the ombudsman role of elected representatives).

Effective representation begins with voter parity, the idea that all votes should have equal weight and, as a result, the number of people living in each ward should be similar. According to the Supreme Court:

A system which dilutes one citizen's vote unduly as compared with another citizen's vote runs the risk of providing inadequate representation to the citizen whose vote is

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<sup>2</sup> *Carter* is available online here: <http://scc-csc.lexum.com/scc-csc/scc-csc/en/item/766/index.do>.

diluted. The legislative power of the citizen whose vote is diluted will be reduced, as may be access to and assistance from his or her representative. The result will be uneven and unfair representation.

While parity is of “prime importance,” the Supreme Court held that it is “not the only factor to be taken into account in ensuring effective representation:”

Notwithstanding the fact that the value of a citizen's vote should not be unduly diluted, it is a practical fact that effective representation often cannot be achieved without taking into account countervailing factors.

The Supreme Court provided a non-exhaustive list of factors that should be considered, including geography (natural and manmade), community history, community interests (such as urban and rural), minority representation and population growth. These factors allow the population of wards to vary to some extent.

In other words, effective representation is a balance. The Supreme Court rejected the “one person – one vote” approach in favour of a more nuanced approach that balances voter parity with a number of other factors to ensure “legislative assemblies effectively represent the diversity of our social mosaic.”

The principle of effective representation has been interpreted and applied in a long line of Ontario Municipal Board cases dealing specifically with ward boundary and council structure issues.<sup>3</sup>

## Evaluation Framework

The Review’s Terms of Reference capture the importance of effective representation as well as the additional factors identified by the Supreme Court and the Ontario Municipal Board.

In order to evaluate the Town’s current ward and council structure as well as alternatives, StrategyCorp created an easy-to-understand Evaluation Framework that draws on best practices as well as the guiding principles set out in the Review’s Terms of Reference. Each factor is described below.

As explained in more detail in Part Two, Ontario law gives municipalities broad discretion to select the ward and council structure that best suits their unique needs and interests. In our experience, there will be a range of ward and council structure options that meet the test of effective representation – each with its own benefits and drawbacks – for a municipality to choose from.

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<sup>3</sup> See, for example, *Teno v. Lakeshore (Town)*, (2005), 51 O.M.B.R. 473 and *Osgoode Rural Communities Association et al. v. Ottawa (City)* [2003] Decision/Order 0605.

Meets Test of Effective Representation? <u>YES</u> / <u>NO</u>	
Key factors	Description
1. Representation by Population	<ul style="list-style-type: none"> <li>Population rather than voters or electors</li> <li>The population variance among wards should be within +/-25%</li> </ul>
2. Communities of Interest	<ul style="list-style-type: none"> <li>Identifiable communities within a municipality</li> <li>Whether those communities have distinct representational needs</li> </ul>
3. Geography	<ul style="list-style-type: none"> <li>Natural and man-made features that should be integrated into the design of wards</li> </ul>
4. Quality of Representation	<ul style="list-style-type: none"> <li>Access to councillors and councillor workload</li> <li>Council costs</li> </ul>

*Evaluation Framework*

## Representation by Population

Representation by population captures the idea of “relative parity of voting power.” This means that the number of people living in each ward should be similar. Note that in an at large system, there are no wards and, as a result, the equal distribution of people across wards is not an issue.

There is no “hard and fast” rule when it comes to the degree or permissible population variance among wards. However, a variation of +/- 25% among wards is considered a good rule of thumb and is widely used by municipalities during ward boundary reviews.<sup>4</sup>

It is important to note the distinction between “population” and “electors.” The Terms of Reference identify representation by population as a guiding principle. “Population” encompasses both electors as well as non-electors. The broader term reflects the fact that the right to effective representation enshrined in Section 3 of the *Charter* is enjoyed by citizens rather than just electors or voters.

Another way to think about the distinction is that the issues dealt with on a routine basis by municipal governments and their elected officials arise not just from electors but citizens as a whole, including children, youth and others who may not have voted in the last election.<sup>5</sup> The

<sup>4</sup> See, for example, *Town of Innisfil vs. Hambly* [2009] Decision/Order 20090007 at p. 8.

<sup>5</sup> See, for example, Toronto Ward Boundary Review, Research Report (December 2014) at p. 22-23, available online at <http://www.drawthelines.ca/>.

focus on population instead of electors or voters is consistent with best practices for ward boundary reviews in Ontario as well as leading Ontario Municipal Board decisions.<sup>6</sup>

## Communities of Interest

“Communities of interest” is a broad category that is meant to draw our attention to identifiable communities within municipalities and the representational needs of those communities. It includes, for example, historical communities, community assets, traditional municipal boundaries, as well as rural and suburban areas. The communities of interest within each municipality will be distinct.

Through our research as well as stakeholder interviews and public consultation we were able to identify the following communities of interest:

- The pre-amalgamation municipalities of Tecumseh, St. Clair Beach and Sandwich South;
- The Oldcastle industrial area;
- Maidstone hamlet;
- A more urban area in Wards 1 and 2;
- A more suburban area in Ward 3; and,
- A distinct rural area in Ward 4.

In the context of the Review, the question is the degree to which these communities can or should be identified or recognized in the design of Tecumseh’s council structure and ward boundaries. In other words, are these (or other) communities so unique in their needs that they should receive special consideration in the design of Tecumseh’s council structure and ward boundaries?

## Geography

Geography encompasses natural features (such as forested areas, rural areas and other geographical features) and man-made features (such as roads, train tracks and bridges).

As a general rule, ward boundaries should be designed to be easy to understand. That often means that ward boundaries should follow natural or man-made features. Similarly, ward boundaries should not be designed to divide or separate lands that have a contiguous nature or important land use designation, such as rural areas neighbourhoods or settlement areas.

## Quality of Representation

Quality of representation captures both the accessibility of councillors to their constituents as well as overall council costs.

Representation includes the right to bring your concerns to your elected representatives. The

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<sup>6</sup> See, for example, *Weiner v. City of Kingston* [2013] Decision/Order 20130006 for a discussion. See also, *Hodson v. Township of Georgian Bay* [2013] Decision/Order 20130002 at para. 66.

accessibility of elected representatives also includes the idea that councillor workloads should be relatively balanced and reasonable.

Doing more with less is one of the fundamental challenges of municipal governance in Ontario. Quantifying factors like councillor remuneration is simple; however, determining the impact of structural changes on council costs can be quite difficult. For example, reducing the number of elected representatives may reduce council costs by reducing the number of councillor salaries. The savings from fewer salaries, however, could be offset as a result of increased councillor workloads.

In the context of council costs, it is also important to note the part-time nature of Tecumseh's councillors.

While the Terms of Reference did not specifically request a consideration of the quality of representation, the issue was raised in stakeholder interviews and StrategyCorp opted to include it in the Evaluation Framework.

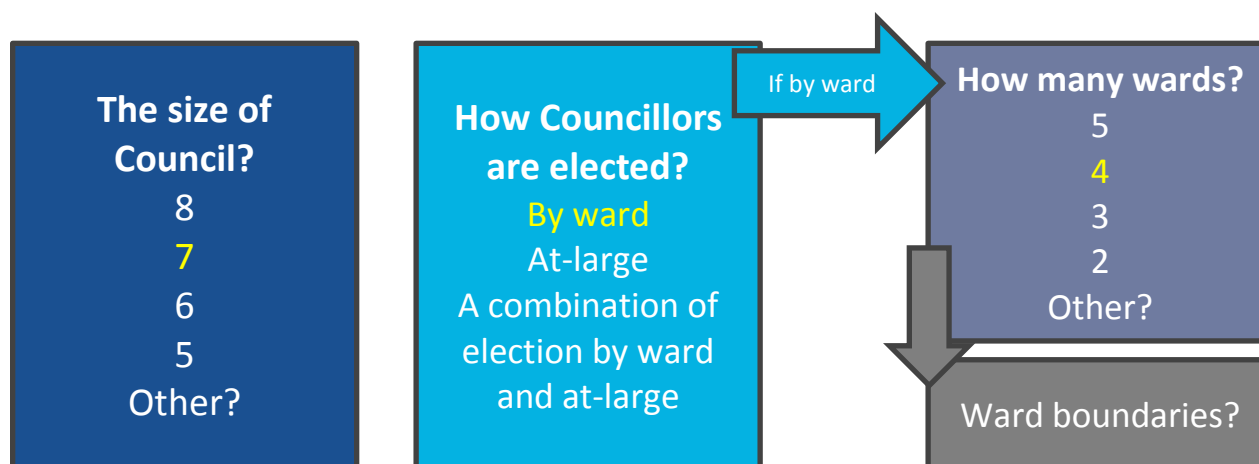


## Part Two: Four Choices

### Overview

There are four broad categories of choices at the core of the Review:

1. The size of council (i.e., the number of elected representatives);
2. How councillors are elected (wards, at-large or a combination of both systems);
3. How many wards (if a ward system is chosen); and,
4. The design of ward boundaries (if a ward system is chosen).<sup>7</sup>



**Yellow** represents the status quo

Part Two presents background information on these four categories of choices, incorporating input and feedback received during stakeholder interviews and public consultations.

Part Two also includes a consideration of ranked ballot voting and alternative voting methods, as required by the Review's Terms of Reference.

### The Size of Council

#### Background

Section 217 of the *Municipal Act* authorizes a municipality to “change the composition” of its council subject to a minimum council size of five members, including the head of council (the mayor).

Municipalities are given a significant amount of discretion to determine the size of their

<sup>7</sup> Ranked ballot voting and voting methods (i.e., internet voting, telephone voting, etc.) will be considered in the Final Report.

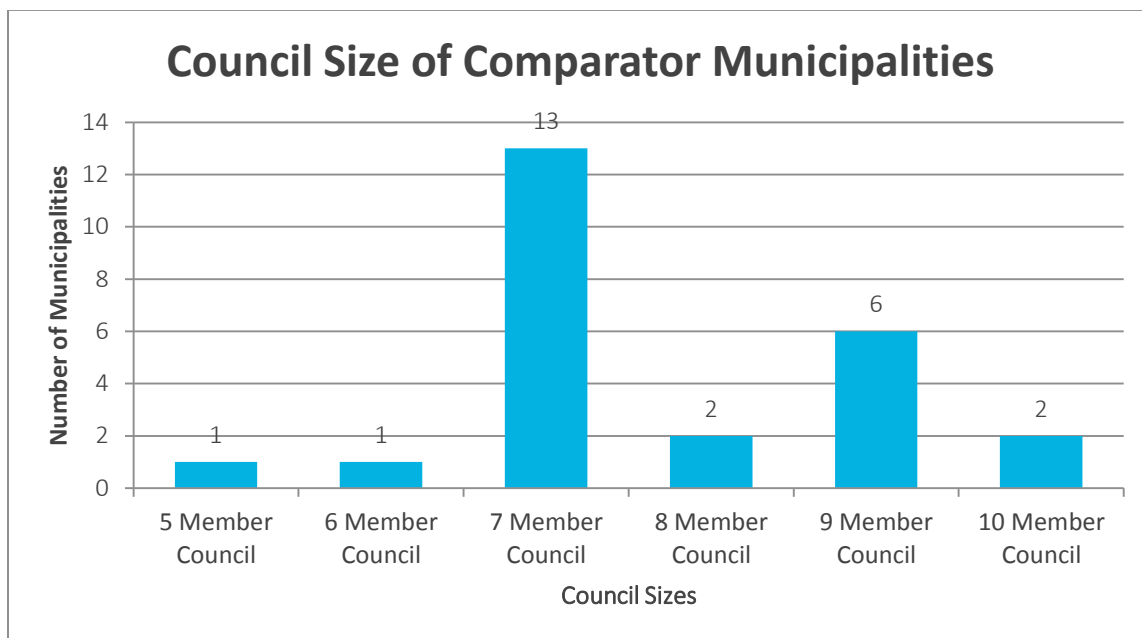
respective councils. Beyond the five member minimum, the *Municipal Act* does not provide criteria to guide or assist a municipality’s decision-making process. Municipalities are free to choose a size that fits their unique circumstances.

The Terms of Reference specify that the Review should consider the status quo along with increasing and decreasing the size of Tecumseh’s council.

## Municipal Comparators

Municipalities often consider council size in surrounding municipalities as an important factor when reviewing the size of their councils.

There are 25 lower tier municipalities in Ontario with populations ranging from 19,000 to 38,000. The council sizes of these municipalities are shown below.



*Council Size of Comparator Municipalities*

## Councillor Workload

We heard different views about workload during our stakeholder interviews. We heard both that the workload was too light and that it was appropriate given the number of councillors.

### Representative Stakeholder Comments on Councillor Workload<sup>8</sup>

#### Workload is Light

- We could probably reduce the size of council; with the current workload it would be

<sup>8</sup> We have edited some comments for clarity and brevity.

manageable.

- Given the size of our municipality, there are too many councillors, especially when compared to larger municipalities like Windsor.

#### **Workload is Appropriate**

- With the current council size, the workload is reasonable.
- The workload is manageable. Seven is the right size. Reducing the size of council could create significant workload issues.
- We're in the right spot with seven and don't have the growth to support a larger council.
- You need a size of at least seven to handle the committee work. If you had a smaller council size, you'd get burnout because this is a part time job.

There was a general consensus that the committee workload was significant given the part time nature of councillor positions. A fair distribution of the committee workload may pose a significant challenge to a smaller council and the part time nature of councillor positions. This is consistent with our experience in Ontario municipalities that are similar in size to Tecumseh.

## **Public Consultation**

Survey participants were consulted on four preliminary concepts for the size of Tecumseh's Council:

New Council Size	How We Get There
8 on Council (Mayor + 7 Councillors)	Increase by two Council positions
7 on Council (Status Quo) (Mayor + Deputy Mayor + 5 Councillors)	No change/status quo
6 on Council (Mayor + Deputy Mayor + 4 Councillors)	Reduce by one Council position
5 on Council (Mayor + Deputy Mayor + 3 Councillors)	Reduce by two Council positions

Respondents favoured the status quo, seven member council by a significant margin.<sup>9</sup> Overall, a strong majority favoured a seven or eight member council. A small minority of respondents were in favour of reducing the size of council.

Representative Public Comments on the Size of Council
<b>Current Size is Appropriate</b> <ul style="list-style-type: none"><li>• We do not need more councillors.</li><li>• Given our population, the council size is more than adequate.</li><li>• For the Town's size, we have significant representation.</li></ul>

<sup>9</sup> See Part Two for a more detailed description of the public engagement survey.

- We don't need more councillors but the workload should be more evenly distributed.

#### **Larger Council Size**

- We could use more representatives given the part time nature of the job.
- For what councillors are paid, we could use a few more representatives!

## **How Councillors are Elected**

### **Background**

The Terms of Reference specify that the Review should consider the status quo ward system and an at large system.

Section 222 of the Municipal Act authorizes a municipality to “divide or redivide the municipality into wards” or “dissolve the existing wards” in favour of an at large system.

Other than the head of council (mayor), who must be elected at large, Council members can be elected at large or by wards or through any combination of at-large and wards.

Municipalities have discretion to determine whether to use a ward or an at large system or a combination of the two. Like council size, the Municipal Act provides no criteria to guide a municipality's decision making under section 222.

### **Municipal Comparators**

Of the 25 lower tier municipalities in Ontario with populations ranging from about 19,000 to 38,000, 16 use a ward system while nine use an at large system.

### **Considerations from the Literature**

While the *Municipal Act* does not provide guidance for a municipality about which electoral system to use, the literature surrounding council structure usually points to a number of “pros and cons” associated with ward and at large systems. These pros and cons are not absolute; rather, they are factors that may tend to be more likely in one or another system.

It is also important to remember that the *Municipal Act* contains broad discretion on this question for a reason: municipalities are unique and the benefits associated with a particular electoral system in one municipality may not apply in the same way in a different municipality.

System	Advantages	Disadvantages
<b>Ward</b>	<ul style="list-style-type: none"> <li>• May ensure representation from diverse areas/communities of interest (rural v. suburban)</li> <li>• Voters may be more likely to know candidates</li> <li>• Simplified election process for voters</li> <li>• Elections less expensive and time consuming for candidates</li> <li>• May create a more efficient division of responsibilities among Councillors</li> <li>• Councillors may be more likely to be accessible and knowledgeable about local issues</li> </ul>	<ul style="list-style-type: none"> <li>• Councillors may be less likely to have a broader, municipality-wide view</li> <li>• May perpetuate and/or accentuate differences and divisions (such as attachment to pre-amalgamation communities)</li> <li>• Voters have less choice/flexibility (they can only vote for candidates in their ward)</li> <li>• Greater likelihood of acclamations</li> <li>• Population changes can lead to unequal workloads for councillors</li> </ul>
<b>At Large</b>	<ul style="list-style-type: none"> <li>• Councillors may be more likely to have a broader, municipality-wide view</li> <li>• May promote attachment to the municipality as a whole</li> <li>• Electors can vote for all candidates (greater choice and flexibility)</li> <li>• Residents can approach all councillors with their concerns</li> <li>• Reduced likelihood of acclamations</li> </ul>	<ul style="list-style-type: none"> <li>• Councillors may not be familiar with area-specific issues</li> <li>• Councillors may not reflect all areas/communities of interest (rural v. urban)</li> <li>• Elections more costly and time consuming for candidates (may discourage new entrants)</li> <li>• Large number of candidates may be confusing to voters</li> <li>• May lead to duplication of councillor effort</li> </ul>

## Communities of Interest

During stakeholder interviews, we heard different views about the benefits of ward and at large systems as well as the current two-member configuration in Ward 1.

On the one hand, some stakeholders expressed a view that there was a need to encourage a strong sense of Town-wide identity. For this group, the time has come to move past amalgamation and embrace the new Town of Tecumseh. This group favoured an at large system and the dissolution of former municipal boundaries.

On the other hand, some stakeholders believed that there were significant differences between the communities within Tecumseh and that these differences, largely along the lines of the former municipalities, continue to deserve separate and distinct representation. The rural community in Ward 4 and the former municipality of St. Clair Beach were provided as examples.

Another important issue raised during the stakeholder consultations was the efficacy of the current two-member configuration in Ward 1. Some expressed concerns that the two councillors sometimes “cancelled each other out,” and that it can sometimes be confusing for constituents.

## Stakeholder Comments on the Method of Election

### Ward System

- It's important to recognize the differences between communities and wards help us do that.
- Residents like a clear and direct channel to their elected representatives.
- The ward system ensures the council has rural representation.

### At Large System

- We're all one now; it's just one big municipality.
- Running at large is a significant expense.
- We need to be more unified as a council.
- It would be very difficult to ensure rural representation in an at large system.
- You might increase the number and quality of candidates with an at large system.
- We need a significant reshaping of the ward boundaries. The turf wards need to end. We need an at large system.

### Multi-Councillor Wards

- There are pros and cons. It can lead to a duplication of work and we can cancel each other out at Council.
- Two member wards can be confusing for constituents.
- Single member representation is just more effective.

## Public Consultation

Survey participants were consulted on the following three options for the method of election:

Method of Election	Description
<b>Elect Councillors by wards (status quo)</b>	<ul style="list-style-type: none"> <li>• Councillors are elected to represent a part of the Town, called a "ward."</li> <li>• Tecumseh is currently divided into four wards, one of which has two Councillors.</li> </ul>
<b>Elect Councillors "at-large"</b>	<ul style="list-style-type: none"> <li>• Just like the Mayor and Deputy Mayor, Councillors may be elected by voters across the entire municipality, without wards.</li> </ul>
<b>Elect Councillors by a combination of at-large and ward systems</b>	<ul style="list-style-type: none"> <li>• Municipalities may use a combination of at-large and ward systems.</li> </ul>

Approximately two thirds of survey respondents expressed a preference for a ward system. The remaining respondents were more or less evenly divided between an at large system and a combined ward-at large system.

Many respondents expressed a strong preference to ensure that there is a rural voice on council. This group favoured a ward system as a way of ensuring a rural representative, noting a concern that a rural representative may have difficulty in an at large system given the rural area's relatively low population.

Representative Public Comments on how Councillors should be Elected
<p><b>Ward System</b></p> <ul style="list-style-type: none"> <li>• The ward system creates silos that separates and divides council.</li> <li>• We need a ward system to ensure that the rural area has a voice on council.</li> </ul> <p><b>At Large System</b></p> <ul style="list-style-type: none"> <li>• Councillors should represent the whole Town and not just their particular area.</li> <li>• The difficulty with at large is that the more populated areas of the Town may be given outside influence.</li> </ul> <p><b>Combined Ward-At Large System</b></p> <ul style="list-style-type: none"> <li>• Additional at large councillors would help provide more of a Town-wide perspective.</li> <li>• We need a balance between Town and community specific voices.</li> </ul>

## Deputy Mayor Position

Section 217 of the Municipal Act gives a municipality the authority to change the composition of its council. While the Municipal Act does set out any requirements relating to a deputy mayor position, section 217 includes within it the authority for a municipality to determine whether and how it will have a deputy mayor position.

In our stakeholder interviews, there was a strong consensus about the importance of retaining the current deputy mayor position. From a local perspective, some noted that there could be benefits to rotating the deputy mayor position. At the same time, others stressed the need to have a single, identified deputy mayor given the importance of the role on County Council.

We also consulted survey participants on how the deputy mayor should be elected. Many felt that direct election was imperative given the importance of the deputy mayor's position on County Council. Along those lines, approximately two thirds of respondents favoured the status quo, at large method. On the other hand, some participants noted that rotating the position among councillors could help bring new ideas to the table.

While the Terms of Reference did not specifically request a consideration of the deputy mayor position, the issue was raised in stakeholder interviews and StrategyCorp opted to include it in public consultations.

#### Representative Public Comments on a Deputy Mayor Position

- It is important to preserve the deputy mayor position.
- The deputy mayor should be elected because of his or her position on County Council.

## Ward Structure

### Background

Within the context of the Review, ward structure refers to the size, shape and number of wards. The Terms of Reference identify four ward boundary options for consideration:

- The reconfiguration of existing ward boundaries;
- Decreasing the number of wards;
- Increasing the number of wards; and,
- Retaining the existing ward status quo.

Section 222 of the *Municipal Act* authorizes a municipality to “divide or redivide the municipality into wards.” There are no criteria in the *Municipal Act* to guide a municipalities’ decision-making with respect to its ward structure. In lieu of statutory direction, *Carter* and the principle of effective representation have become the standard for evaluating the shape, size and number of a municipality’s wards.

### Commentary from Stakeholders

The key theme heard from stakeholders was how to strike the right balance between representation by population and recognizing the Town’s communities of interest, particularly the agricultural community in Ward 4. While some saw the issue as a binary choice, the majority felt that a balance could be reached by adjusting the existing ward boundaries.

#### Stakeholder Comments on the Design of Wards

##### Representation by Population

- The fundamental question here is whether we want to have representation by population or celebrate history.
- There’s a real inequality in the size of wards and how many votes you need to win across the municipality.

##### Importance of Pre-Amalgamation Municipalities

- St. Clair Beach just has a different feel. It’s a distinct place and that should be recognized.

##### Ward 4

- The population disparity isn’t unfair. It’s a completely unique community with totally different issues.
- The agricultural community feels neglected.



- We can't expect urban and suburban representatives to understand rural issues.

## Public Consultation

Through the public consultation we heard a wide variety of comments on the existing ward system and how it might be reconfigured.

The arguments that we heard can be summarized as follows:

## The Importance of a Rural Voice

For many, the importance of a rural voice cannot be understated. There was a concern that any significant changes to the existing boundary of Ward 4 may dilute the voice of the rural community. While many recognized the population imbalance, there was a strong sense that this imbalance was justified given the distinct needs of the agricultural community.

## Historical Communities

Some felt that the existing ward boundaries adequately represented the diverse communities within the Town, particularly the pre-amalgamation municipalities.

## Representation by Population

Many respondents believed that the wards should be significantly altered to better match the distribution of population across existing wards. For this group, ensuring a relatively even population distribution was of central importance.

## Ward 1

A number of respondents felt that the current two councillor arrangement in Ward 1 was confusing for constituents, and that Ward 1 should be split into two separate wards, each with a different councillor.

### Representative Public Comments on the Design of Wards

#### Ward 4

- Rural residents have different priorities. Merging Ward 4 with other areas may adversely impact the particular needs of rural residents.
- Rural residents need a voice at the council table.

#### Communities of Interest

- The current boundaries make sense from an historical perspective.

#### Representation by Population

- We should aim to have wards that are as closely matched as possible in terms of population.
- The historical nature of our ward boundaries is antiquated. We need something that better matches the distribution of population.

## Ward 1

- The size and population density of Ward 1 would be better suited as two wards, each represented by their own councillors.

## Ranked Ballot Voting and Alternative Voting Methods

In addition to the four broad categories of choices discussed above, the Terms of Reference also require the Review to consider ranked ballot voting and alternative voting methods.

### Ranked Ballot Voting

#### Background

The Ontario government has committed to giving municipalities the option of using ranked ballot voting starting in 2018 as an alternative to the current first-past-the-post system.<sup>10</sup>

Under the current proposal, if a municipality opted for ranked ballots, ranked ballots would have to be used for all council positions (i.e., the mayor, deputy mayor and councillors).

In a first-past-the-post election (the status quo), voters vote for a single candidate, and the candidate with the most vote is declared the winner.

The key differences in a ranked ballot election are twofold. First, an election is decided when a candidate receives a majority of the votes cast (i.e., 50%+1); and, second, an instant run off is used if no candidate receives a majority when the ballots are counted.

For example, if a candidate receives a majority of the votes when the ballots are counted, that candidate is declared the winner. However, if no candidate receives a majority of votes when the ballots are counted, an instant run off is used to determine the winner. The candidate with the least number of votes is eliminated and his or her ballots are re-allocated according to voters' second choice candidate. Instant run offs continue until one candidate receives a majority.<sup>11</sup>

Ranked ballot voting is not currently used by any Canadian municipality. However, it is widely used by Canadian political parties during leadership races.

#### Considerations from the Literature

The *Municipal Elections Act* does not provide guidance for a municipality related to the choice between the current first-past-the-post system and the new ranked ballot system.<sup>12</sup> However,

<sup>10</sup> The *Municipal Elections Act* was amended in June 2016 to permit ranked ballot voting (see sections 41.1 and 41.2). A regulation detailing municipal requirements related to passing a ranked ballot bylaw were detailed in a subsequent regulation passed in September 2016 (see O. Reg. 310/16, Ranked Ballot Elections). For more information on ranked ballots, visit: <http://www.mah.gov.on.ca/Page11120.aspx>.

<sup>11</sup> In multi-member elections (Ward 1 is currently a multi-member district, for example), a threshold is established based on the proportion of votes needed to win and used instead of a majority (50%+1) to determine the winners.

<sup>12</sup> At the same time, in the context of a ranked ballot bylaw, O. Reg. 310/16 requires a single- or lower-tier municipal council to consider the cost of conducting ranked ballot elections as well as the availability of suitable technology and the impact on election administration.

the surrounding literature points to a number of “pros and cons” associated with the two systems. These pros and cons are not absolute; rather, they are factors that may tend to be more likely in one or another system.

System	Advantages	Disadvantages
<b>First-past-the-post</b>	<ul style="list-style-type: none"> <li>Well understood</li> <li>Candidates may offer clearer choices in platforms (there is less incentive to create platforms with wide appeal)</li> <li>No voter education required</li> <li>No additional/new investment in election-related equipment</li> <li>No additional/new investment in training for elections staff</li> </ul>	<ul style="list-style-type: none"> <li>Does not ensure majority support</li> <li>May encourage vote splitting and strategic voting (voters have only one choice)</li> </ul>
<b>Ranked ballots</b>	<ul style="list-style-type: none"> <li>Ensures majority support</li> <li>May reduce negative campaigning (there is a greater incentive to create platforms with wide appeal)</li> <li>May reduce vote splitting and strategic voting (voters have multiple choices)</li> </ul>	<ul style="list-style-type: none"> <li>Voter education required</li> <li>Additional investment in election-related equipment may be required</li> <li>Additional investment in training for elections staff would be required</li> <li>Candidates may not offer clear choices in platforms (there is a greater incentive to create platforms with wide appeal)</li> </ul>

## Stakeholder Comments & Public Consultation

The overriding theme that we heard from stakeholders was that the current first-past-the-post system works and that, as a result, there was no driving need to try ranked ballots.

While ranked ballot voting may offer certain advantages, stakeholders believed that it was better to “wait and see,” to let other municipalities try out ranked ballots and to learn from their experiences. Stakeholders also noted very clearly that a switch to ranked ballots would be a significant municipal decision. Substantial public consultation and engagement would be required before making the change.

Stakeholder Comments on Ranked Ballots
<p><b>First-past-the-post works</b></p> <ul style="list-style-type: none"> <li>The current system is easy to understand and it works.</li> <li>Education, consultation and study are needed but, to be frank, I just don’t see a need for it right now. What we have is working and working well.</li> </ul> <p><b>Better to “wait and see”</b></p> <ul style="list-style-type: none"> <li>Let another municipality be the test case for ranked ballots. We should wait and see.</li> <li>Let’s let the upper levels of government try it out first!</li> </ul>

**Ranked ballots may be a challenge to explain**

- It will be difficult for the average person to understand.
- Given the recent changes in voting method [i.e., the switch to online voting], we need to be careful about too much change too quickly.
- Given the learning curve, there would need to be significant public outreach and education before deciding to move forward with ranked ballots.

Public comments mirrored stakeholder concerns. A strong majority of those surveyed indicated a preference for the current first-past-the-post system. There was also a consensus that further and significant public consultation would be required before considering a change to ranked ballots.

**Representative Public Comments on Ranked Ballots****The current first-past-the-post system works**

- The current system is fair and it works.
- Ranked ballots would be confusing and I'm just not clear what the upside is.

**More consultation and discussion needed**

- It would be confusing to have ranked ballots at the municipal level and first-past-the-post for school board offices.
- The thinking behind ranked ballots is intriguing but a broad and substantive public consultation process would be needed before moving forward.

Given the above noted stakeholder and public feedback as well as the novelty of ranked ballots at the municipal level in Ontario, we do not recommend proceeding with ranked ballots at this time.

**Alternative Voting Methods**

In 2014, Tecumseh switched from vote by mail paper-based ballots to internet and telephone voting. The Review's Terms of Reference directed us to gather feedback on the change from stakeholders and the public.

**Stakeholder Comments & Public Consultation**

Stakeholders and the public both stressed the importance of convenience to the choice of voting method, emphasizing the convenience of internet voting.

At the same time, both groups identified a need for choice, particularly for those who lack internet access or confidence with online applications. There was a consensus that paper and telephone voting should be made available at select locations.

60% of survey respondents indicated a preference for online voting, and approximately one quarter of respondents indicated a preference for in-person voting. The remainder was split more or less evenly between telephone voting and vote by mail.

### Stakeholder Comments on Voting Method

#### Internet voting

- I received a lot of good feedback from constituents about online voting.
- Online voting allows people to vote right up to the last minute – I think that helps with turnout. It just makes it easier.
- Online voting is much better than telephone voting – it's fast and easy.
- Convenience is important. We should make it as easy as we can to vote and get engaged.

#### The need for choice

- There was a lot of pushback. People really missed the paper ballot.
- Online voting is great but there's no reason we can't also have a paper ballot.
- We should have a paper ballot available at a central station for those who favour paper ballots, particularly for seniors.

### Representative Public Comments on Voting Method

#### Internet voting

- Internet voting is the only sensible method.
- The internet is too easy to hack. It's better to leave a paper trail.
- The problem with internet voting is that a single household member could vote for everyone in the household. There just aren't enough safeguards to prevent it.

#### The need for choice

- Why not make all options available? That would be the most convenient.
- Not everyone has access to the internet or knows how to use it with confidence. We should make paper ballots available at a few locations.
- An alternative should be offered for the benefit of those without the internet. Telephone voting is secure and seems like a good alternative.
- Perhaps telephone and paper ballot voting could be made available at select locations.

#### Telephone voting

- Telephone voting is too complex and time consuming.

## Part 3: Council and Ward Structure Options

### Introduction

During the public consultations we presented eleven preliminary council and ward structure options. The concepts included a broad range of options, including council sizes ranging from 8 to 5 as well as ward and at large systems. The preliminary options were developed based on our research along with feedback received during stakeholder interviews.

We developed a new option (3A) based on input and feedback received during the public consultation. Option 3A was included in the Interim Report presented to Town Council in December 2016.

In this section we provide a thorough analysis of each option using the Evaluation Framework presented in Part One as well as the stakeholder and public feedback presented in Part Two. We have also included an additional option (3B) based on input and feedback received from Town Council in December 2016.

As described in more detail in Part One, while some options will fall short of the test of effective representation, there will be range of acceptable options for council to choose from. This reflects the fact that municipalities are given broad discretion to determine the ward and council structure that best serves their unique history, needs and interests.

Option 1: The Status Quo	
Council Size	7 (Mayor, Deputy Mayor, 5 Councillors)
Method of Election	Wards
Number of Councillors	5
Number of Wards	4

### Analysis

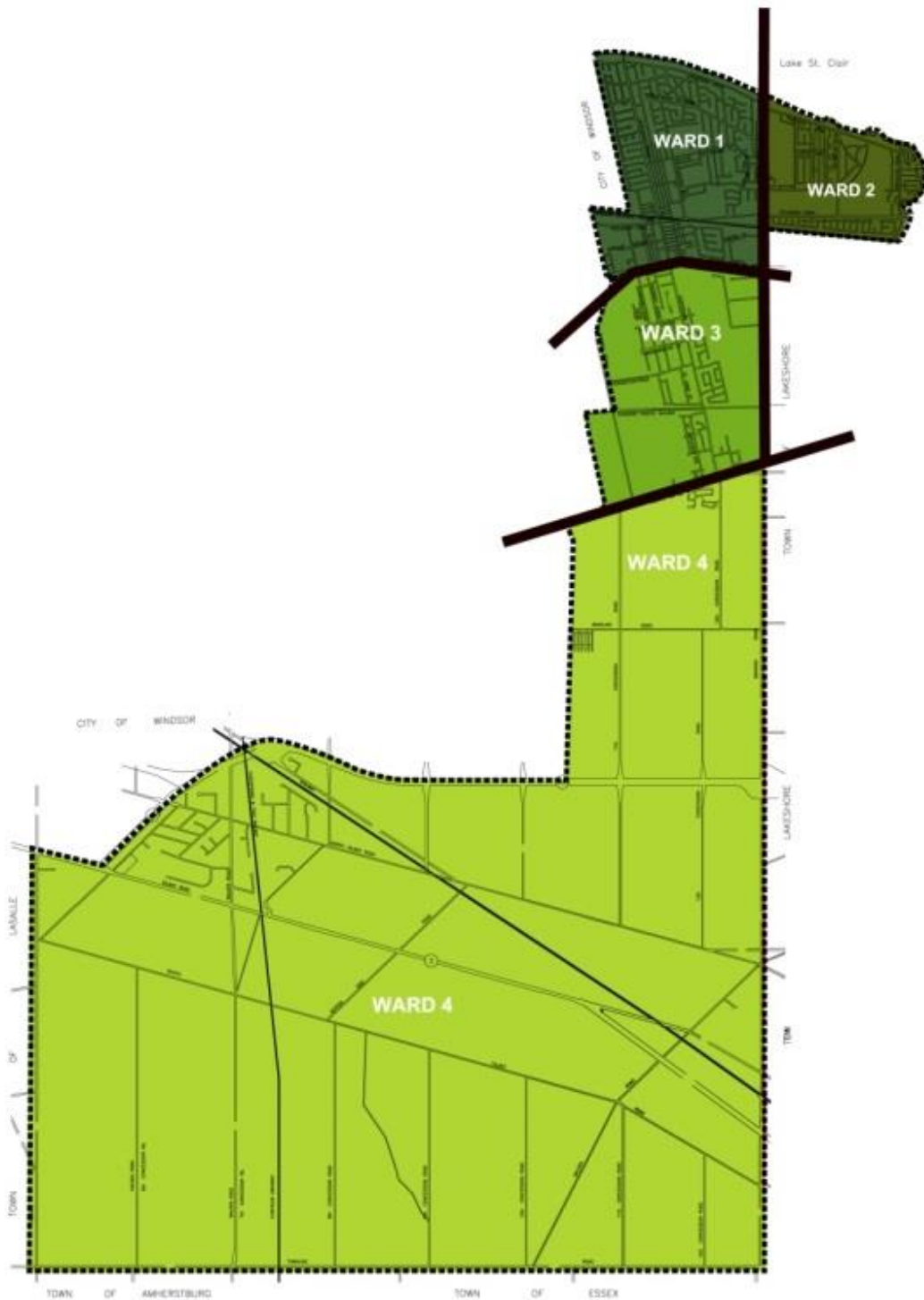
- From a representation by population perspective, the current ward structure is problematic. Wards 1 and 4 are significantly beyond the +/-25% range. By 2031, three of four wards will be outside the +/-25% range.

Ward	Councillors	2014 Population	2014 Residents per Councillor	2014 Variance from Average	2031 Population	2031 Residents per Councillor	2031 Variance from Average
Ward 1	2	12,836	6,418	+39%	13,405	2	+11%
Ward 2	1	3,629	3,629	-22%	4,101	1	-32%
Ward 3	1	4,049	4,049	-12%	10,003	1	+66%
Ward 4	1	2,620	2,620	-43%	2,626	1	-56%
<b>Total</b>	<b>5</b>	<b>23,134</b>	<b>4,627</b> (Average)	N/A	<b>30,135</b>	<b>6,027</b> (Average)	N/A

- The significant growth anticipated in Ward 3 presents the biggest long term challenge to the existing ward boundaries.
- The status quo provides distinct representation for Tecumseh's pre-amalgamation municipalities and the rural community.
- A majority of survey respondents favoured a seven member council.

OPTION 1: Meets Test of Effective Representation? <u>NO</u>	
Key factors	Analysis
1. Representation by Population	<ul style="list-style-type: none"> <li>Three of four wards will be significantly outside the +/- 25% range by 2031</li> </ul>
2. Communities of Interest	<ul style="list-style-type: none"> <li>Respects pre-amalgamation boundaries</li> <li>Provides a rural voice (Ward 4)</li> </ul>
3. Geography	<ul style="list-style-type: none"> <li>No significant issues identified</li> </ul>
4. Quality of Representation	<ul style="list-style-type: none"> <li>No change in councillor costs or access</li> </ul>

## Option 1: The Status Quo





Option 2: Minor Ward Boundary Adjustments, Same Council Size	
Council Size	7 (Mayor, Deputy Mayor, 5 Councillors)
Method of Election	Wards
Number of Councillors	5
Number of Wards	4

### Analysis

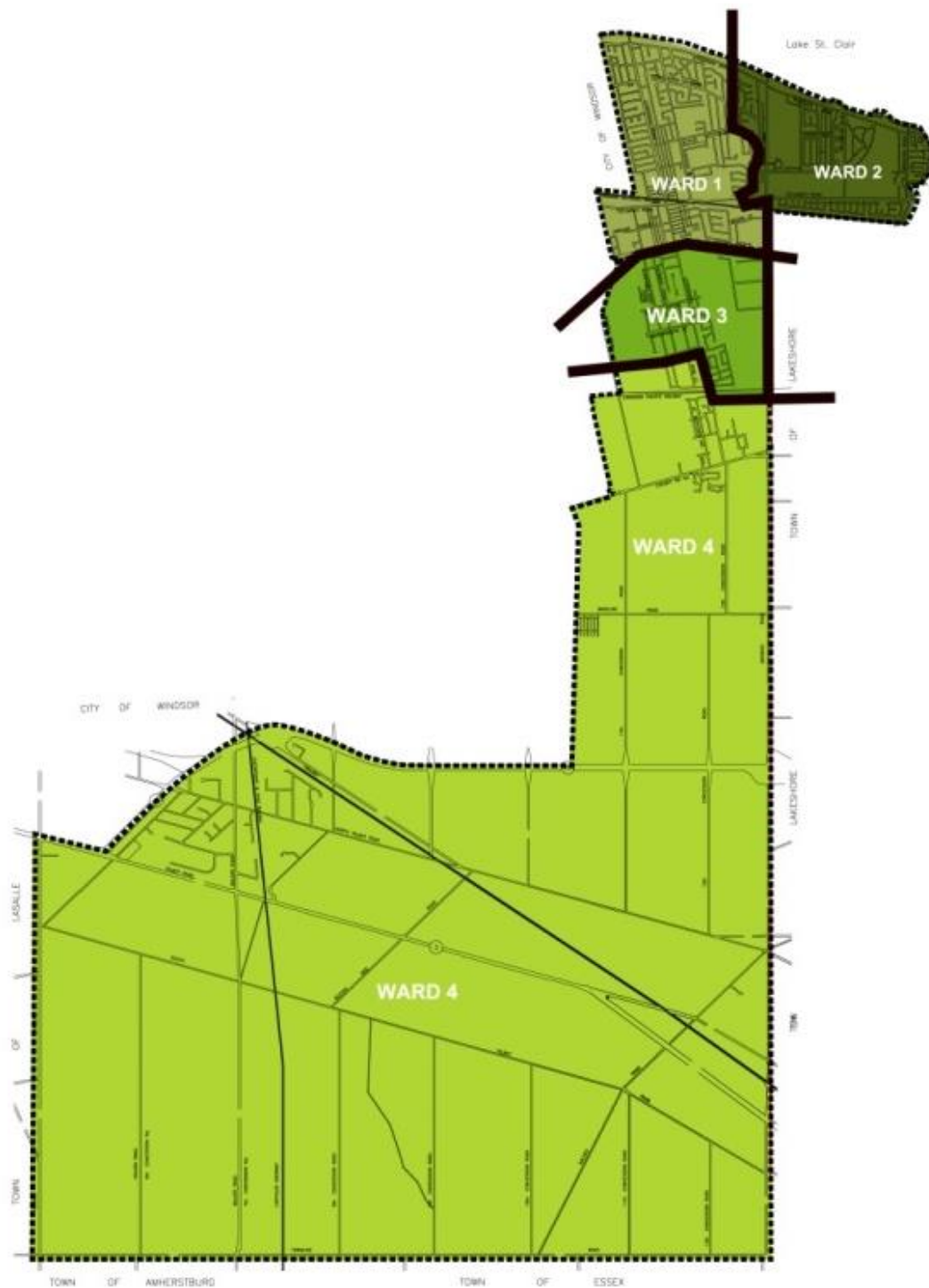
- Significant improvement from a representation by population perspective. While Ward 3 is significantly outside of the +/-25% range in the short term, all four wards would fall within the range by 2031.

Ward	Councillors	2014 Population	2014 Residents per Councillor	2014 Variance from Average	2031 Population	2031 Residents per Councillor	2031 Variance from Average
Ward 1	2	11,302	5,651	+22%	11,849	5,925	-2%
Ward 2	1	5,165	5,165	-12%	5,658	5,658	-6%
Ward 3	1	2,590	2,590	-44%	7,625	7,265	+25%
Ward 4	1	4,078	4,078	-12%	5,363	5,363	-11%
<b>Total</b>	<b>5</b>	<b>23,135</b>	<b>4,627</b> (Average)	N/A	<b>30,135</b>	<b>6,027</b> (Average)	N/A

- Largely respects the pre-amalgamation boundaries of St. Clair Beach and the Town of Tecumseh.
- Adjustment to the boundary between Wards 3 and 4 helps achieve a better population balance but, over time, it may dilute the distinct rural nature of Ward 4.
- A majority of survey respondents favoured a seven member council.

OPTION 2: Meets Test of Effective Representation? <u>YES</u>	
Key factors	Analysis
1. Representation by Population	<ul style="list-style-type: none"> <li>All four wards inside the +/-25% range by 2031</li> </ul>
2. Communities of Interest	<ul style="list-style-type: none"> <li>Largely respects pre-amalgamation boundaries</li> <li>Provides a rural voice (Ward 4) although new population may impact rural character of Ward 4</li> </ul>
3. Geography	<ul style="list-style-type: none"> <li>No significant issues identified</li> </ul>
4. Quality of Representation	<ul style="list-style-type: none"> <li>No change in councillor costs or access</li> </ul>

## Option 2: Minor Ward Boundary Adjustments, Same Council Size



Option 3: Five Ward Structure, Same Council Size	
Council Size	7 (Mayor, Deputy Mayor, 5 Councillors)
Method of Election	Wards
Number of Councillors	5
Number of Wards	5

## Analysis

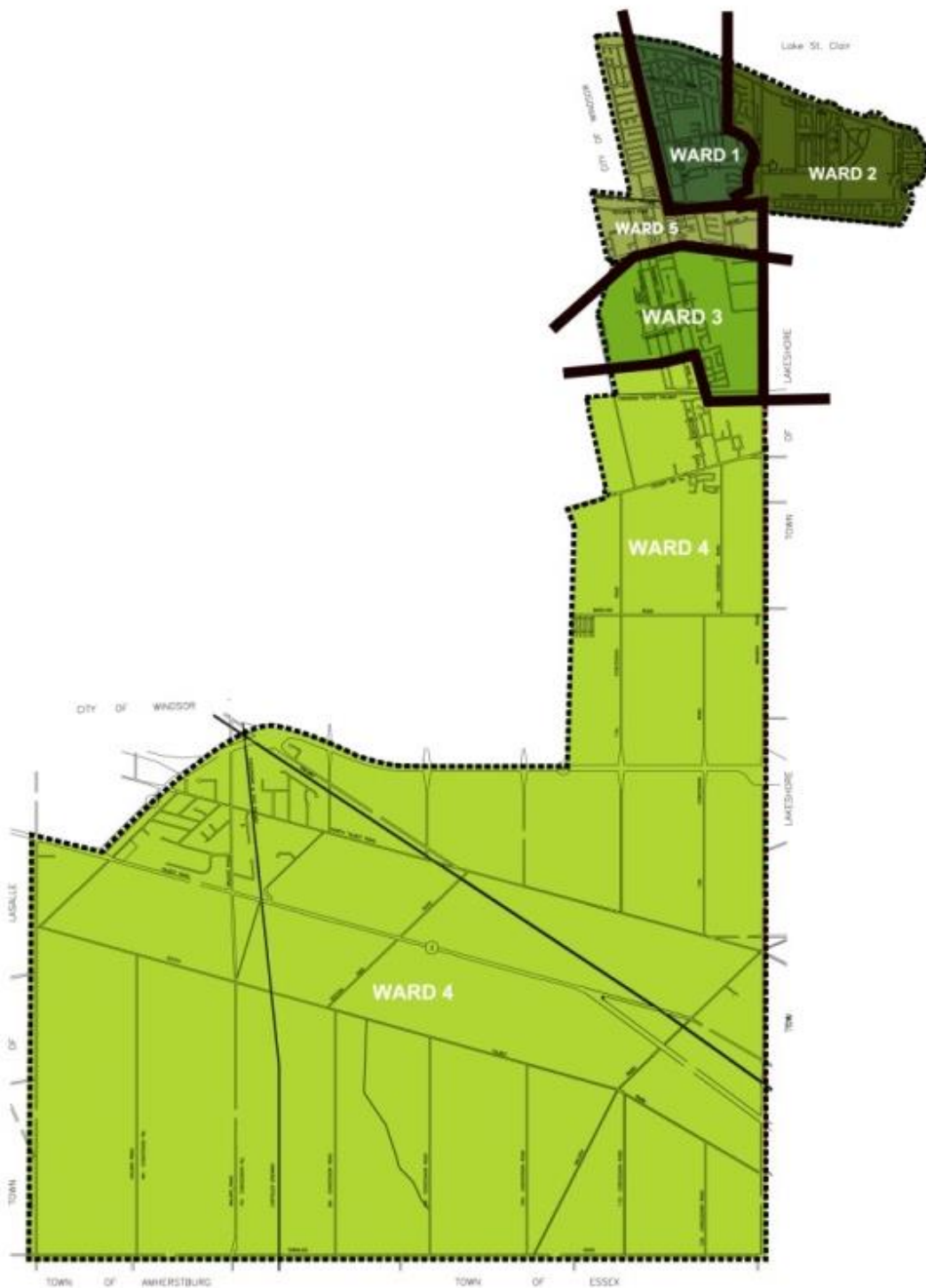
- Significant improvement from a representation by population perspective. Wards 1 and 3 fall outside the +/-25% range in the short term but all wards achieve balance by 2031.

Ward	Councillors	2014 Population	2014 Residents per Councillor	2014 Variance from Average	2031 Population	2031 Residents per Councillor	2031 Variance from Average
Ward 1	1	6,294	6,294	+36%	6,386	6,386	+6%
Ward 2	1	5,165	5,165	+12%	5,658	5,658	-6%
Ward 3	1	2,590	2,590	-44%	7,265	7,265	+20%
Ward 4	1	4,078	4,078	-12%	5,363	5,363	-11%
Ward 5	1	5,008	5,008	+8%	5,463	5,463	-9%
<b>Total</b>	<b>5</b>	<b>23,135</b>	<b>4,627</b> (Average)	N/A	<b>30,135</b>	<b>6,027</b> (Average)	N/A

- Single member representation in all wards may foster more direct relationship with residents.
- Pre-amalgamation St. Clair Beach boundary largely respected.
- Adjustment to the boundary between Wards 3 and 4 helps achieve a better population balance but, over time, it may dilute the distinct rural nature of Ward 4.
- This option received the broadest support in the online survey. Approximately 1/5th of respondents chose this option as preferred.

OPTION 3: Meets Test of Effective Representation? <u>YES</u>	
Key factors	Analysis
1. Representation by Population	<ul style="list-style-type: none"> <li>• All four wards inside the +/-25% range by 2031</li> <li>• Wards 1 and 3 significantly outside of range in short term</li> </ul>
2. Communities of Interest	<ul style="list-style-type: none"> <li>• Largely respects pre-amalgamation boundaries of St. Clair Beach</li> <li>• Provides a rural voice (Ward 4) although new population may impact rural character of Ward 4</li> </ul>
3. Geography	<ul style="list-style-type: none"> <li>• No significant issues identified</li> </ul>
4. Quality of Representation	<ul style="list-style-type: none"> <li>• No change in councillor costs</li> <li>• Division of Ward 1 into two wards may foster more direct relationship with constituents</li> </ul>

### Option 3: Five Ward Structure, Same Council Size



Option 3A: Five Ward Structure, Major Boundary Adjustments	
Council Size	7 (Mayor, Deputy Mayor, 5 Councillors)
Method of Election	Wards
Number of Councillors	5
Number of Wards	5

### Analysis

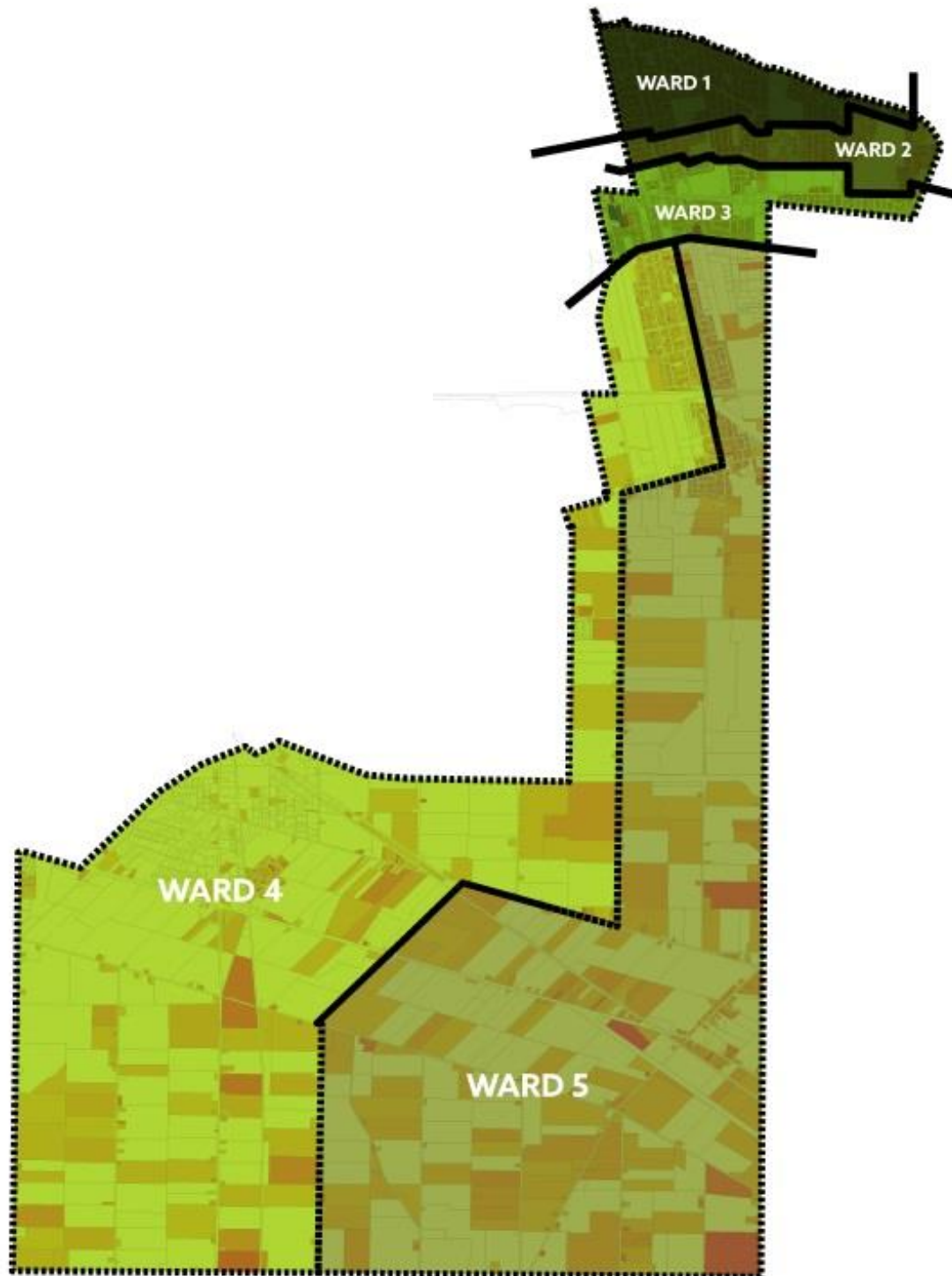
- Significant improvement from a representation by population perspective. Wards 1 and 5 fall outside the +/-25% range in the short term but all wards achieve balance by 2031.

Ward	Councillors	2014 Population	2014 Residents per Councillor	2014 Variance from Average	2031 Population	2031 Residents per Councillor	2031 Variance from Average
Ward 1	1	7,005	7,005	+51%	7,138	7,138	+18%
Ward 2	1	4,163	4,163	-11%	4,581	4,581	-24%
Ward 3	1	5,323	5,323	+15%	5,787	5,787	-4%
Ward 4	1	3,575	3,575	-23%	6,929	6,929	+15%
Ward 5	1	3,094	3,094	-33%	5,700	5,700	-5%
<b>Total</b>	<b>5</b>	<b>23,135</b>	<b>4,627</b> (Average)	N/A	<b>30,135</b>	<b>6,027</b> (Average)	N/A

- All new ward boundaries shift focus from historical communities to the new Town of Tecumseh.
- Single member representation in all wards may foster more direct relationship with residents.
- Splits rural constituency into two wards, both with a suburban-rural mix.
- Basis for horizontal division of Wards 1-3 not immediately clear (i.e., long and narrow wards may be confusing for constituents).

OPTION 3B: Meets Test of Effective Representation? <u>YES</u>	
Key factors	Analysis
1. Representation by Population	<ul style="list-style-type: none"> <li>All four wards inside the +/-25% range by 2031</li> <li>Wards 1 and 5 significantly outside of range in short term</li> </ul>
2. Communities of Interest	<ul style="list-style-type: none"> <li>Pre-amalgamation boundaries are largely erased</li> <li>May provide additional opportunity for rural representation (Wards 4 and 5)</li> </ul>
3. Geography	<ul style="list-style-type: none"> <li>Rural community divided into two wards</li> <li>Horizontal divisions of Wards 1-3 may be difficult to understand</li> </ul>
4. Quality of Representation	<ul style="list-style-type: none"> <li>No change in councillor costs</li> <li>One councillor per ward ratio may foster more direct relationship with residents</li> </ul>

### Option 3A: Five Ward Structure, Major Boundary Adjustments





<b>NEW Option 3B: Five Ward Structure, Major Boundary Adjustments</b>	
<b>Council Size</b>	7 (Mayor, Deputy Mayor, 5 Councillors)
<b>Method of Election</b>	Wards
<b>Number of Councillors</b>	5
<b>Number of Wards</b>	5

## Analysis

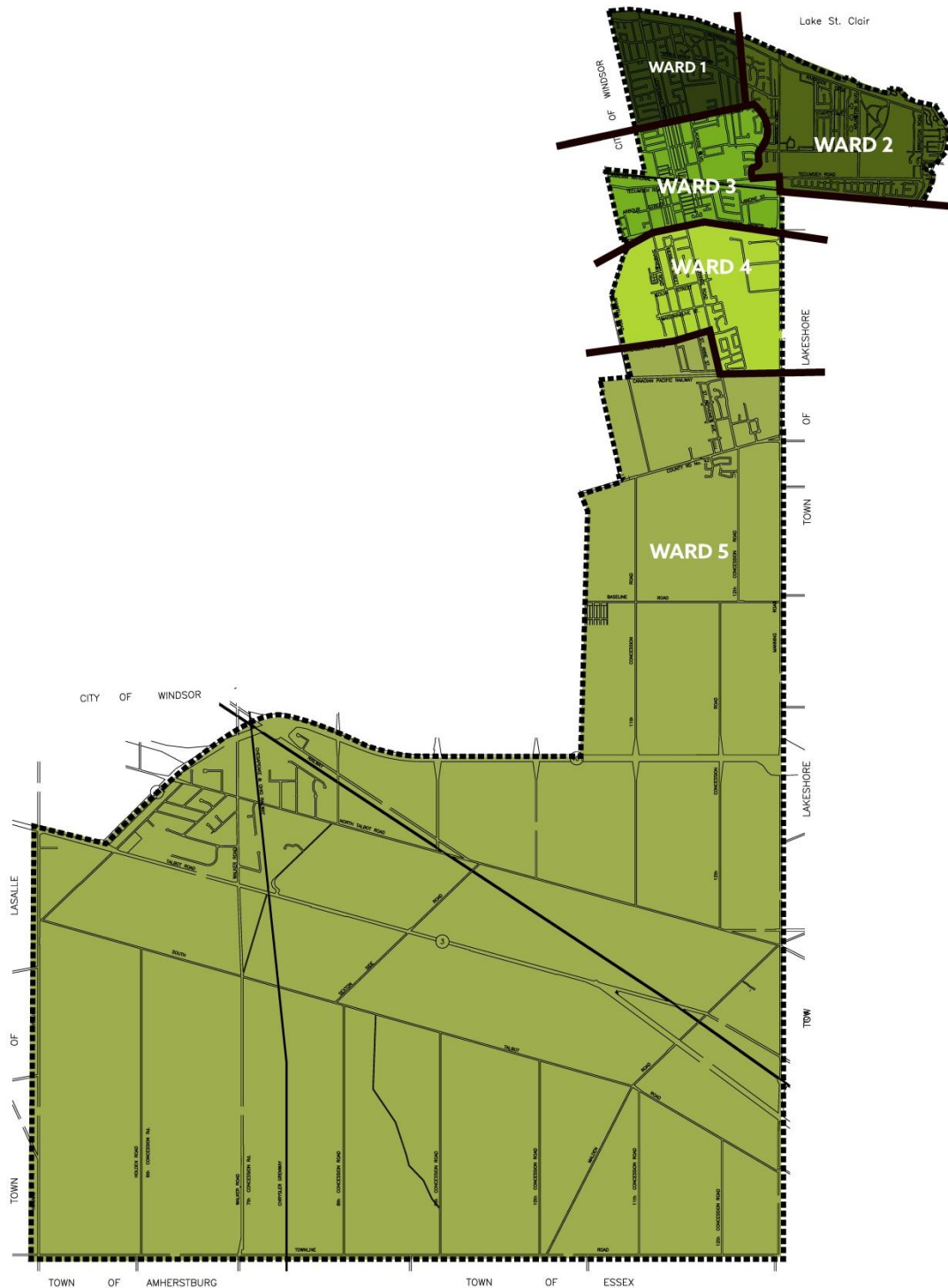
- Significant improvement from a representation by population perspective. Wards 3 and 4 fall outside the +/-25% range in the short term but all wards achieve balance by 2031.

Ward	Councillors	2014 Population	2014 Residents per Councillor	2014 Variance from Average	2031 Population	2031 Residents per Councillor	2031 Variance from Average
Ward 1	1	5,344	5,344	+15%	5,426	5,426	-10%
Ward 2	1	5,165	5,165	+12%	5,658	5,658	-6%
Ward 3	1	5,958	5,958	+29%	6,423	6,423	+7%
Ward 4	1	2,590	2,590	-44%	7,265	7,265	+21%
Ward 5	1	4,078	4,078	-12%	5,363	5,363	-11%
<b>Total</b>	<b>5</b>	<b>23,135</b>	<b>4,627</b> (Average)	N/A	<b>30,135</b>	<b>6,027</b> (Average)	N/A

- Ward boundary adjustments balance respect for pre-amalgamation communities and need to achieve population balance.
- Single member representation in all wards may foster more direct relationship with residents.
- Easier to understand division of Wards 1-3 (for voters).
- Adjustment to the boundary between Wards 3 and 4 helps achieve a better population balance but, over time, it may dilute the distinct rural nature of Ward 4.

<b>OPTION 3A: Meets Test of Effective Representation? <u>YES</u></b>	
<b>Key factors</b>	<b>Analysis</b>
1. Representation by Population	<ul style="list-style-type: none"> <li>All four wards inside the +/-25% range by 2031</li> <li>Wards 3 and 4 significantly outside of range in short term</li> </ul>
2. Communities of Interest	<ul style="list-style-type: none"> <li>Pre-amalgamation boundaries are largely erased</li> <li>May provide additional opportunity for rural representation (Wards 4 and 5)</li> </ul>
3. Geography	<ul style="list-style-type: none"> <li>No significant issues identified</li> </ul>
4. Quality of Representation	<ul style="list-style-type: none"> <li>No change in councillor costs</li> <li>One councillor per ward ratio may foster more direct relationship with residents</li> </ul>

## NEW Option 3B: Five Ward Structure, Major Boundary Adjustments





Option 4: Two Ward Structure, Same Council Size	
Council Size	7 (Mayor, Deputy Mayor, 5 Councillors)
Method of Election	Wards
Number of Councillors	5
Number of Wards	2

### Analysis

- Significant improvement from a representation by population perspective. Both wards very close to average by 2031.

Ward	Councillors	2014 Population	2014 Residents per Councillor	2014 Variance from Average	2031 Population	2031 Residents per Councillor	2031 Variance from Average
Ward 1	3	16,465	5,488	+19%	17,505	5,835	-3%
Ward 2	2	6,670	3,335	-28%	12,630	6,315	+4%
Total	5	23,135	4,627 (Average)	N/A	30,135	6,027 (Average)	N/A

- Pre-amalgamation ward boundaries are significantly changed.
- Two large, multi-councillor wards may create a less direct relationship with residents.
- No guaranteed rural voice on council given significant boundary adjustment to former Ward 4.
- This option received very little support in the online survey.

OPTION 4: Meets Test of Effective Representation? <u>YES</u>	
Key factors	Analysis
1. Representation by Population	<ul style="list-style-type: none"> <li>• Both wards close to average ward size by 2031</li> <li>• Ward 2 outside of range in short term</li> </ul>
2. Communities of Interest	<ul style="list-style-type: none"> <li>• Pre-amalgamation boundaries are erased</li> <li>• No guaranteed rural voice on council</li> <li>• May create north south divide</li> </ul>
3. Geography	<ul style="list-style-type: none"> <li>• No significant issues identified</li> </ul>
4. Quality of Representation	<ul style="list-style-type: none"> <li>• No change in councillor costs</li> <li>• Multi-member wards may create less direct relationship with residents</li> </ul>

## Option 4: Two Ward Structure, Same Council Size



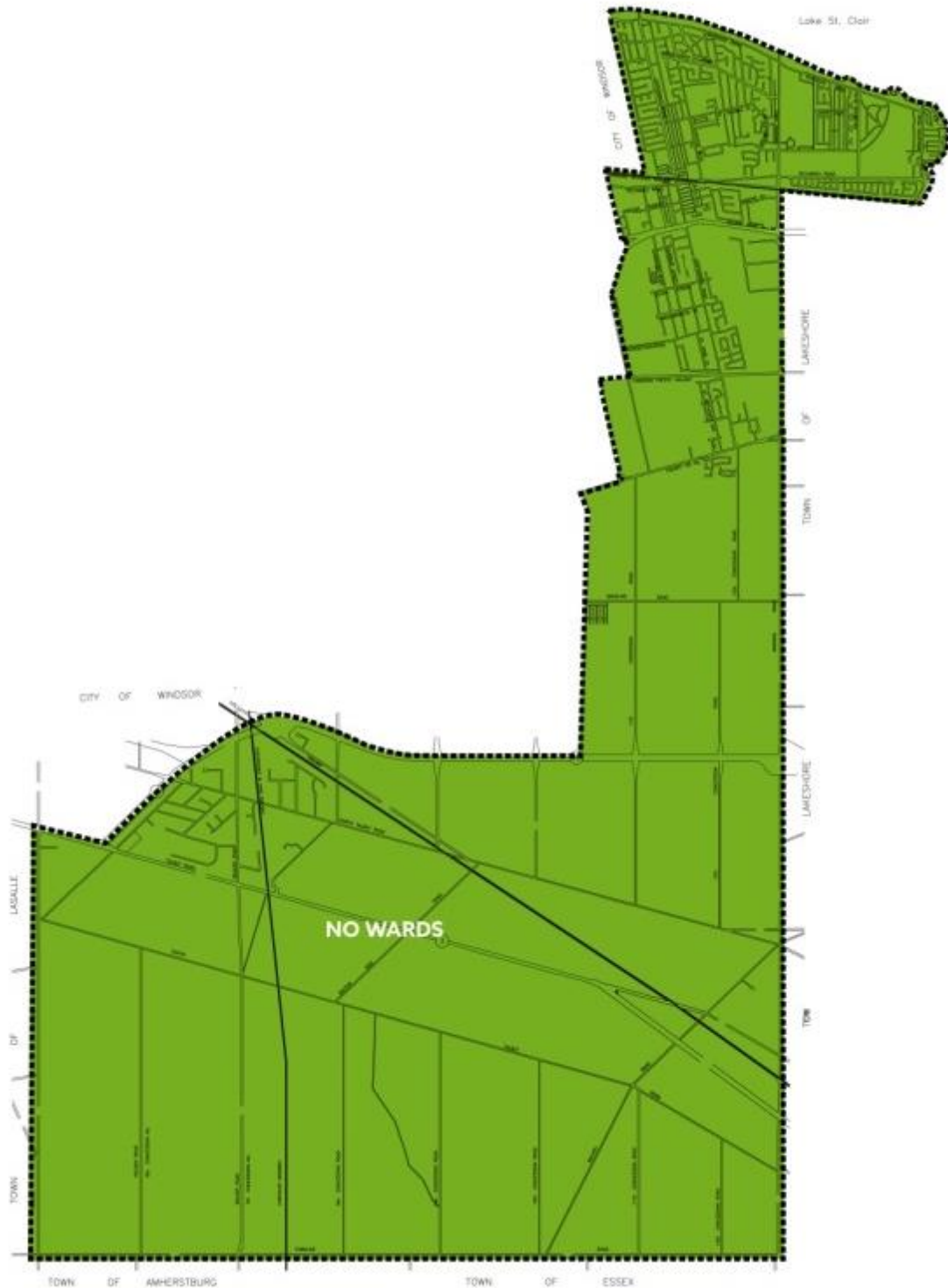
Option 5: At Large, Same Council Size	
Council Size	7 (Mayor, Deputy Mayor*, 5 Councillors)
Method of Election	Wards
Number of Councillors	5
Number of Wards	None

## Analysis

- In an at large system, the distribution of population across wards is not an issue.
- May encourage Town-wide focus.
- No guaranteed rural voice on council.
- This option was the second least preferred in the online survey, with approximately 1/5<sup>th</sup> of respondents identifying this option as least preferred.
- \*A variant on this model would have six councillors from whom a deputy mayor would be selected after the election.

OPTION 5: Meets Test of Effective Representation? <u>YES</u>	
Key factors	Analysis
1. Representation by Population	<ul style="list-style-type: none"> <li>• N/A</li> </ul>
2. Communities of Interest	<ul style="list-style-type: none"> <li>• Pre-amalgamation boundaries are erased</li> <li>• No guaranteed rural voice on council</li> <li>• May encourage Town-wide focus</li> </ul>
3. Geography	<ul style="list-style-type: none"> <li>• N/A</li> </ul>
4. Quality of Representation	<ul style="list-style-type: none"> <li>• No change in councillor costs</li> <li>• May create less direction relationship with residents</li> </ul>

## Option 5: At Large, Same Council Size



Option 6: Major Boundary Adjustments, Smaller Council Size	
Council Size	6 (Mayor, Deputy Mayor, 4 Councillors)
Method of Election	Wards
Number of Councillors	4
Number of Wards	None

## Analysis

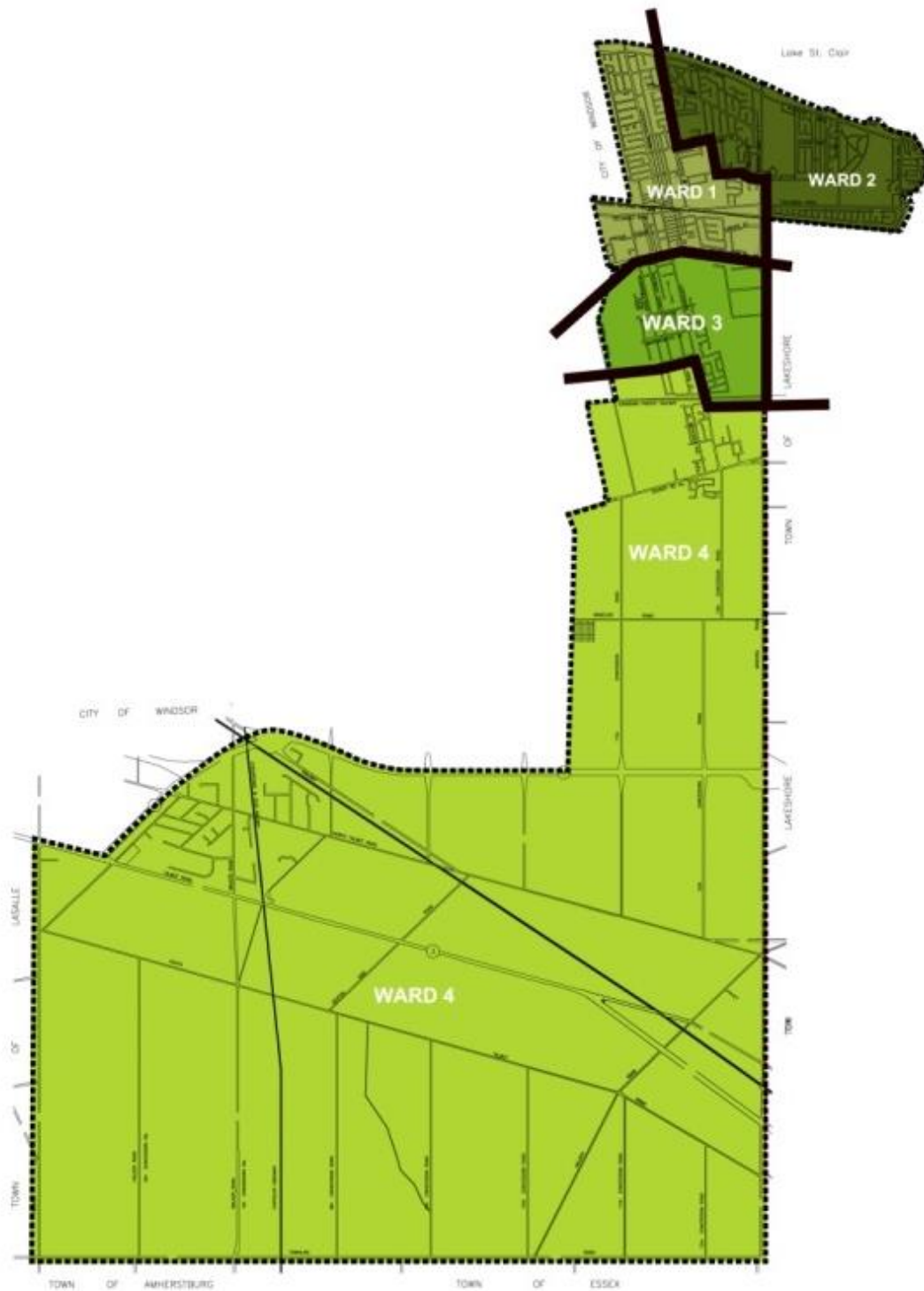
- Problematic from a representation by population perspective in the short term with three of four wards significantly outside of the +/-25% range.

Ward	Councillors	2014 Population	2014 Residents per Councillor	2014 Variance from Average	2031 Population	2031 Residents per Councillor	2031 Variance from Average
Ward 1	1	8,165	8,165	+41%	8,695	8,695	+15%
Ward 2	1	8,302	8,302	-44%	8,812	8,812	+17%
Ward 3	1	2,590	2,590	-55%	7,265	7,265	-3%
Ward 4	1	4,078	4,078	-12%	5,363	5,363	-28%
<b>Total</b>	<b>4</b>	<b>23,135</b>	<b>4,627</b> (Average)	N/A	<b>30,135</b>	<b>7,534</b> (Average)	N/A

- Significant change to ward boundaries may encourage Town-wide focus.
- Adjustment to the boundary between Wards 3 and 4 helps achieve a better population balance but, over time, it may dilute the distinct rural nature of Ward 4.
- Very few respondents identified this option as preferred.

OPTION 6: Meets Test of Effective Representation? <u>NO</u>	
Key factors	Analysis
1. Representation by Population	<ul style="list-style-type: none"> <li>• Three of four wards significantly out of +/-25% range in short term</li> </ul>
2. Communities of Interest	<ul style="list-style-type: none"> <li>• Pre-amalgamation boundaries are largely erased</li> <li>• Provides a rural voice (Ward 4) although new population may impact rural character of Ward 4</li> </ul>
3. Geography	<ul style="list-style-type: none"> <li>• N/A</li> </ul>
4. Quality of Representation	<ul style="list-style-type: none"> <li>• May increase councillor workload</li> <li>• May reduce councillor costs</li> </ul>

## Option 6: Major Boundary Adjustments, Smaller Council Size



Option 7: At Large, Smaller Council Size	
Council Size	6 (Mayor, Deputy Mayor, 4 Councillors)
Method of Election	Wards
Number of Councillors	4
Number of Wards	None

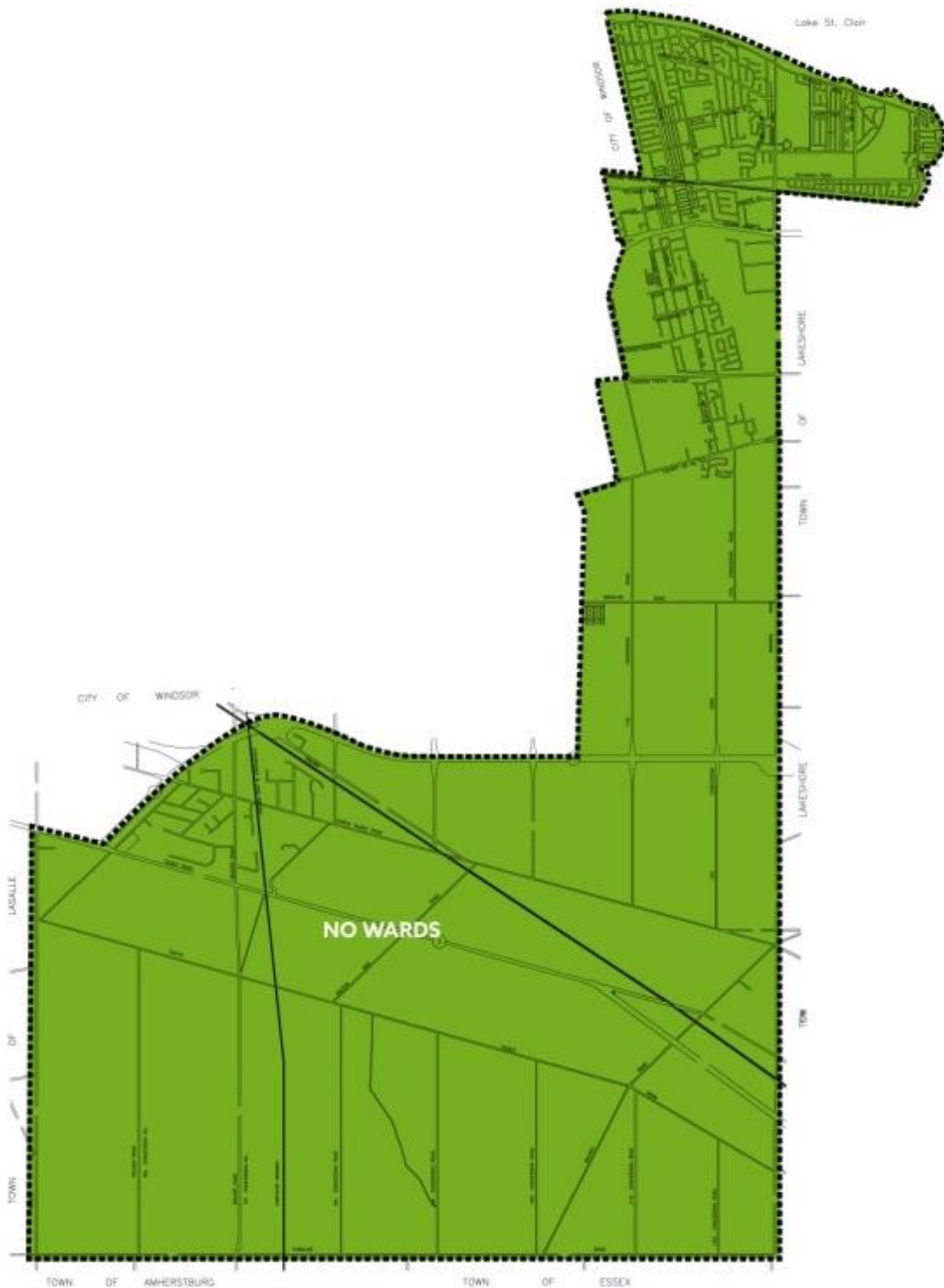
### Analysis

- In an at large system, the distribution of population across wards is not an issue.
- May encourage Town-wide focus.
- No guaranteed rural voice on council.
- Very few respondents preferred this option.

OPTION 7: Meets Test of Effective Representation? <u>YES</u>	
Key factors	Analysis
1. Representation by Population	<ul style="list-style-type: none"> <li>• N/A</li> </ul>
2. Communities of Interest	<ul style="list-style-type: none"> <li>• Pre-amalgamation boundaries are erased</li> <li>• No guaranteed rural voice on council</li> <li>• May encourage Town-wide focus</li> </ul>
3. Geography	<ul style="list-style-type: none"> <li>• N/A</li> </ul>
4. Quality of Representation	<ul style="list-style-type: none"> <li>• May increase councillor workload</li> <li>• May reduce councillor costs</li> </ul>



## Option 7: At Large, Smaller Council Size





Option 8: Two Ward Structure, Minimum Council Size	
Council Size	5 (Mayor, Deputy Mayor, 3 Councillors)
Method of Election	Wards
Number of Councillors	3
Number of Wards	2

## Analysis

- Significant improvement from a representation by population perspective. Both wards within +/-25% range in short and long term.

Ward	Councillors	2014 Population	2014 Residents per Councillor	2014 Variance from Average	2031 Population	2031 Residents per Councillor	2031 Variance from Average
Ward 1	2	16,465	8,232	+7%	17,505	8,752	-12%
Ward 2	1	6,670	6,670	-14%	12,630	12,630	+25%
<b>Total</b>	<b>3</b>	<b>23,135</b>	<b>7,711</b> (Average)	N/A	<b>30,135</b>	<b>10,045</b> (Average)	N/A

- Significant change to ward boundaries may encourage Town-wide focus.
- Large, multi-councillor ward may create a less direct relationship with residents.
- No guaranteed rural voice on council given significant boundary adjustment to former Ward 4.
- Approximately 1/10<sup>th</sup> of survey respondents preferred this option.

OPTION 8: Meets Test of Effective Representation? <u>YES</u>	
Key factors	Analysis
1. Representation by Population	<ul style="list-style-type: none"> <li>• Both wards close to average ward size by 2031</li> <li>• Wards 2 outside of range in short term</li> </ul>
2. Communities of Interest	<ul style="list-style-type: none"> <li>• Pre-amalgamation boundaries are erased</li> <li>• No guaranteed rural voice on council</li> <li>• May create north south divide</li> </ul>
3. Geography	<ul style="list-style-type: none"> <li>• No significant issues identified</li> </ul>
4. Quality of Representation	<ul style="list-style-type: none"> <li>• May reduce councillor costs</li> <li>• Likely increase councillor workload</li> <li>• Multi-member ward may create less direct relationship with residents</li> </ul>

## Option 8: Two Ward Structure, Minimum Council Size



Option 9: Major Boundary Adjustments, Minimum Council Size	
Council Sizes	5 (Mayor, 4 Councillors)
Method of Election	Wards
Number of Councillors	4
Number of Wards	None

## Analysis

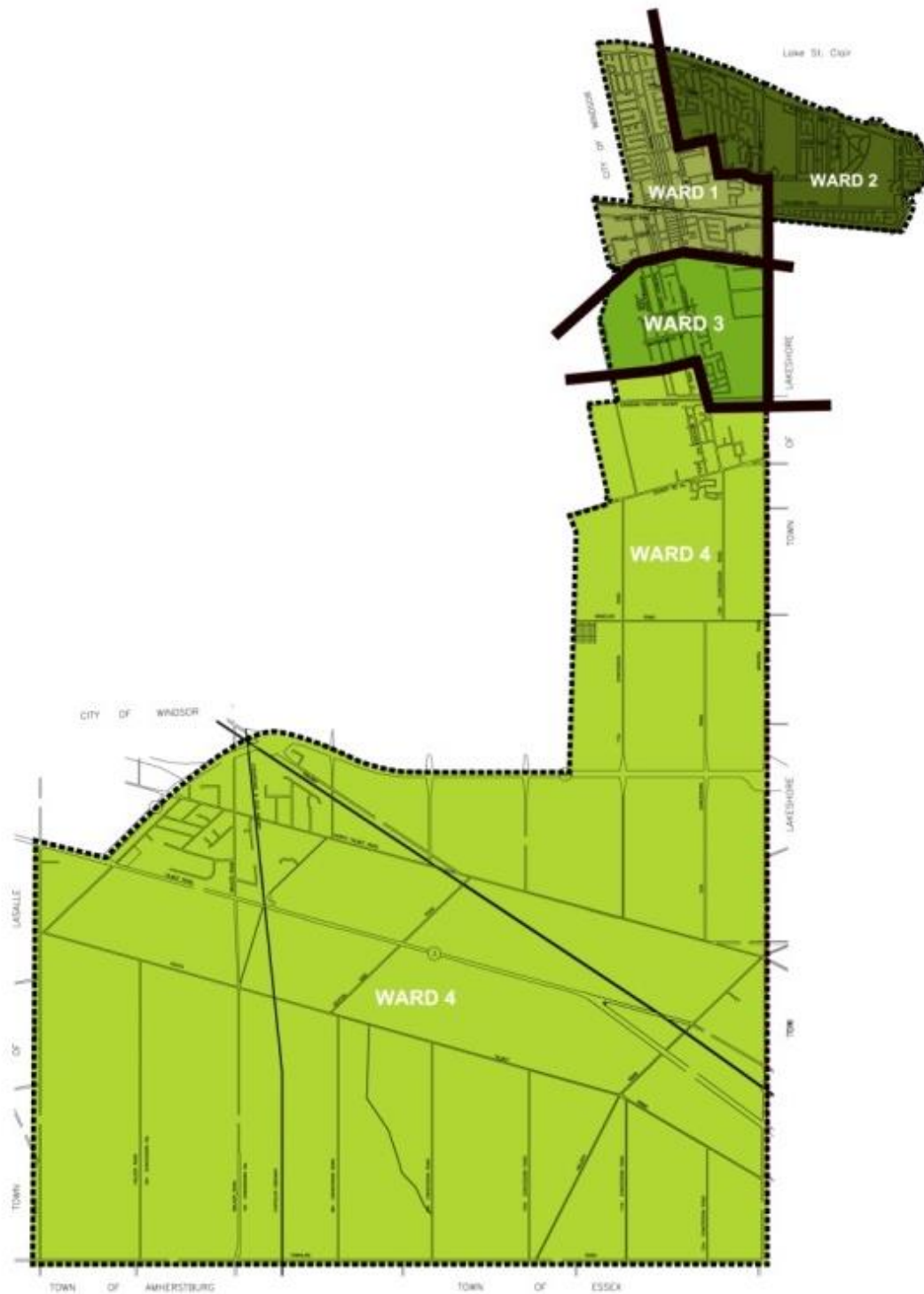
- Problematic from a representation by population perspective in the short term with three of four wards significantly outside of the +/-25% range.

Ward	Councillors	2014 Population	2014 Residents per Councillor	2014 Variance from Average	2031 Population	2031 Residents per Councillor	2031 Variance from Average
Ward 1	1	8,165	8,165	+41%	8,695	8,695	+15%
Ward 2	1	8,302	8,302	+44%	8,812	8,812	+17%
Ward 3	1	2,590	2,590	-55%	7,265	7,265	-3%
Ward 4	1	4,078	4,078	-12%	5,363	5,363	-28%
<b>Total</b>	<b>4</b>	<b>23,135</b>	<b>4,627</b> (Average)	N/A	<b>30,135</b>	<b>7,534</b> (Average)	N/A

- Significant change to ward boundaries may encourage Town-wide focus.
- Adjustment to the boundary between Wards 3 and 4 helps achieve a better population balance but, over time, it may dilute the distinct rural nature of Ward 4.
- Very few respondents identified this option as preferred.

OPTION 9: Meets Test of Effective Representation? <u>NO</u>	
Key factors	Analysis
1. Representation by Population	<ul style="list-style-type: none"> <li>Three of four wards significantly out of +/-25% range in short term</li> </ul>
2. Communities of Interest	<ul style="list-style-type: none"> <li>Pre-amalgamation boundaries are largely erased</li> <li>Provides a rural voice (Ward 4), though boundary adjustment may impact rural nature</li> </ul>
3. Geography	<ul style="list-style-type: none"> <li>N/A</li> </ul>
4. Quality of Representation	<ul style="list-style-type: none"> <li>Likely increase councillor workload</li> <li>May reduce councillor costs</li> </ul>

## Option 9: Major Boundary Adjustments, Minimum Council Size



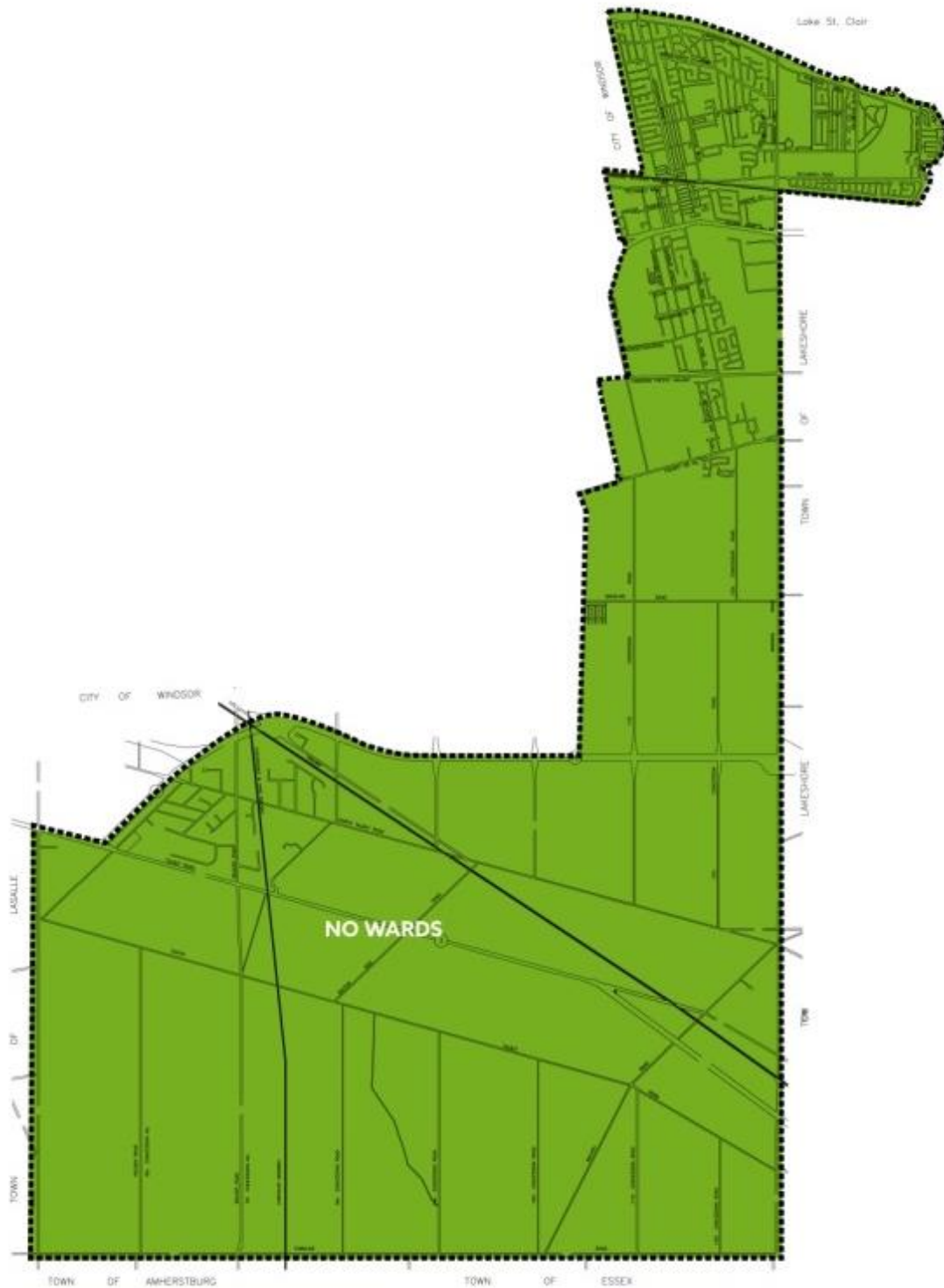
Option 10: At Large, Minimum Council Size	
Council Size	5 (Mayor, Deputy Mayor, 3 Councillors)
Method of Election	Wards
Number of Councillors	3
Number of Wards	None

### Analysis

- In an at large system, the distribution of population across wards is not an issue.
- May encourage Town-wide focus.
- No guaranteed rural voice on council.
- Very few respondents preferred this option.

OPTION 10: Meets Test of Effective Representation? <u>YES</u>	
Key factors	Analysis
1. Representation by Population	<ul style="list-style-type: none"> <li>• N/A</li> </ul>
2. Communities of Interest	<ul style="list-style-type: none"> <li>• Pre-amalgamation boundaries are erased</li> <li>• No guaranteed rural voice on council</li> <li>• May encourage Town-wide focus</li> </ul>
3. Geography	<ul style="list-style-type: none"> <li>• N/A</li> </ul>
4. Quality of Representation	<ul style="list-style-type: none"> <li>• Likely increase councillor workload</li> <li>• May reduce councillor costs</li> </ul>

### Option 10: At Large, Minimum Council Size



Option 11: No Boundary Adjustments, Larger Council Size	
Council Size	8 (Mayor, 7 Councillors)
Method of Election	Wards
Number of Councillors	7
Number of Wards	4

### Analysis

- Improvement from a representation by population perspective with only one of four wards outside of the +/-25% range by 2031.

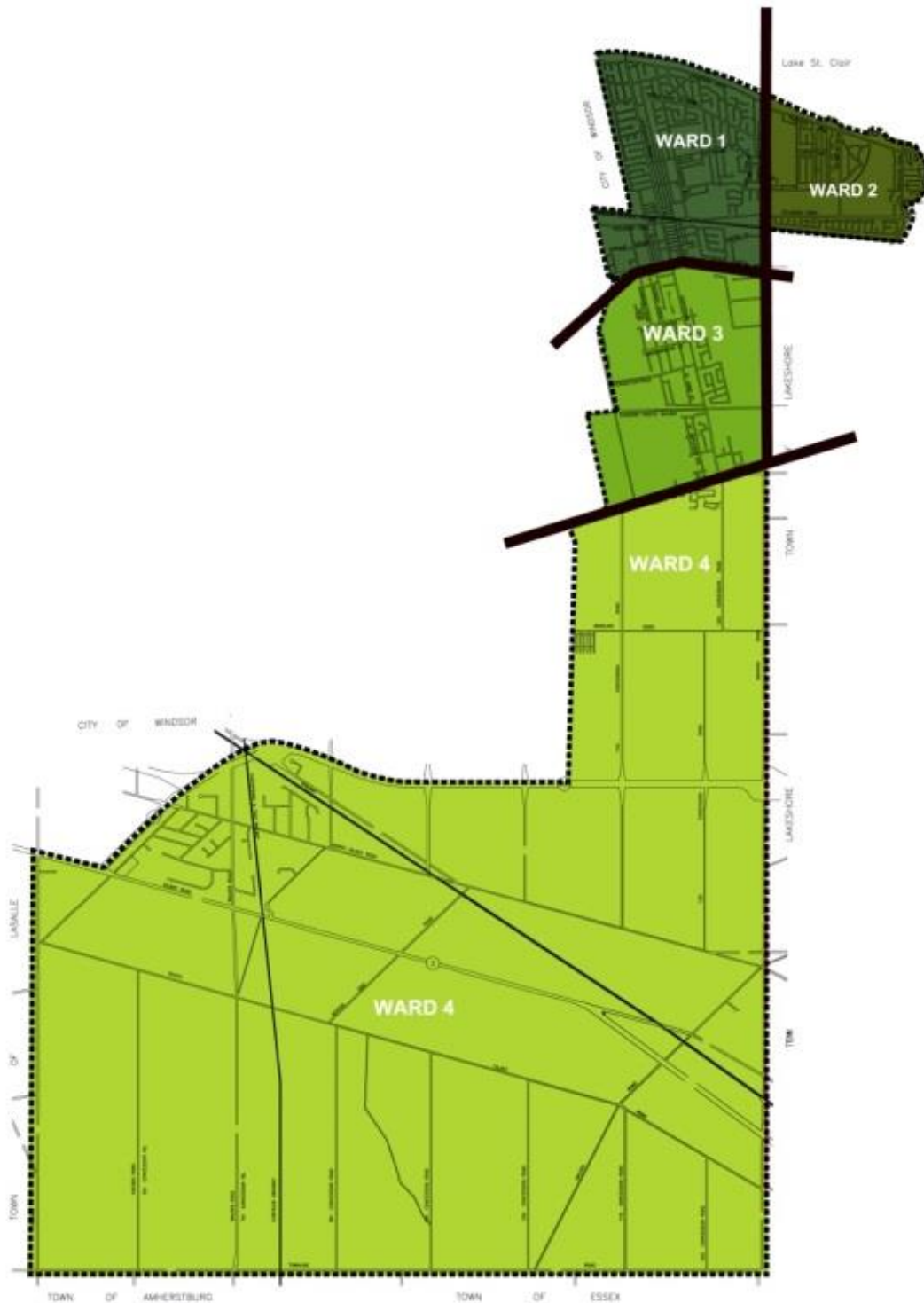
Ward	Councillors	2014 Population	2014 Residents per Councillor	2014 Variance from Average	2031 Population	2031 Residents per Councillor	2031 Variance from Average
Ward 1	3	12,836	4,279	+29%	13,405	4,468	+4%
Ward 2	1	3,629	3,629	+10%	4,101	4,101	-5%
Ward 3	2	4,049	2,025	-39%	10,003	5,002	+16%
Ward 4	1	2,620	2,620	-21%	2,626	2,626	-39%
<b>Total</b>	<b>7</b>	<b>23,134</b>	<b>3,305</b> (Average)	N/A	<b>30,135</b>	<b>4,305</b> (Average)	N/A

- No change to pre-amalgamation boundaries.
- Approximately one quarter of survey respondents identified this option as least preferred.

OPTION 11: Meets Test of Effective Representation? <u>YES</u>	
Key factors	Analysis
1. Representation by Population	<ul style="list-style-type: none"> <li>Two wards outside of +/-25% range in short term, one ward outside of range in long term</li> </ul>
2. Communities of Interest	<ul style="list-style-type: none"> <li>Respects pre-amalgamation boundaries</li> <li>Provides a rural voice (Ward 4)</li> </ul>
3. Geography	<ul style="list-style-type: none"> <li>No significant issues identified</li> </ul>
4. Quality of Representation	<ul style="list-style-type: none"> <li>May increase councillor costs</li> <li>May reduce councillor workload</li> </ul>



## Option 11: No Boundary Adjustments, Larger Council Size





## Part Four: Recommendation

### Overview

As discussed in Parts One and Two, Ontario municipalities have broad discretion to choose a council and ward structure that best meets their unique history, geography and communities of interest.

In the context of the Review, that discretion is shaped by the Review's Terms of Reference, which centre on the principle of effective representation.

In Part Three, we provided an analysis of 13 different ward and council structure options. In our view, 10 of those options meet the test of effective representation as set out in the Review's Evaluation Framework.

While there is no "right answer," the Terms of Reference direct StrategyCorp to develop and put forward a recommended option for council's consideration.

### Recommendation: Option 3B

We recommend that Tecumseh's Council adopt Option 3B for the 2018 municipal election and thereafter. Option 3B consists of a seven member council with five ward councillors, a deputy mayor and a mayor. Option 3B adjusts the existing ward boundaries to achieve more equal representation by population and five single member wards (instead of the current four ward design).

Based on stakeholder and public feedback, there was a strong preference for a seven member council. As a result we are not recommending options that increase or decrease the size of council.

Similarly, while an at-large approach is a viable option, it did not receive strong stakeholder or public support. Of particular note was a concern that an at-large approach might not provide adequate rural representation. Those in favour of an at-large approach noted that it might help achieve a more unified Town-wide perspective of "One Tecumseh."

Of the ward based options with seven member councils, we believe that Option 3B strikes the right balance between accommodating Tecumseh's expected population growth and ensuring a rural voice on council. It also achieves a one councillor per ward structure. The proposed ward boundaries depart from pre-amalgamation boundaries to achieve a better population balance while having regard for existing communities of interest to the greatest extent possible.

In our opinion, if council wishes to put a greater emphasis on a town-wide "One Tecumseh" perspective through its ward and council structure, this would be better achieved through an at-large system, rather than through the design of wards based on ahistorical boundaries. At the same time, as noted above, the importance of ensuring rural representation must be considered in any move to an at-large system.

In summary, the highlights of Option 3B are:

- All wards fall within the +/- 25% range by 2031. While Wards 1 and 5 fall outside the +/- 25% range in the short term, Option 3B still marks an improvement over the distribution of population in the status quo;
- Increased size of Ward 4 balances expected population growth with need to ensure rural representation on council;
- Five ward structure allows one councillor per ward ratio; and,
- Ward boundary adjustments balance need to accommodate representation by population.

Council may note that the dividing line between Wards 1 to 3, on the one hand, and Wards 4 and 5, on the other hand, is the same in both Option 3A and Option 3B. Along those lines, council could opt to “mix and match” the division of Wards 1-3 and Wards 4-5.

In our view, however, Option 3B is the better choice.

Option 3A was a conscious attempt to explore options that would create new ward boundaries unattached to pre-amalgamation municipalities. In our view, the resulting long and skinny wards may not relate well to, or reflect the realities of, actually living in those communities. Further, given the relatively small population of Tecumseh’s rural community, we believe that it is important to concentrate rural residents in a single ward rather than divide rural residents into multiple wards.

Option 3B is not perfect. In the near term, it would not achieve a perfect balance of population. Tecumseh’s expected population growth is geographically concentrated in the proposed Wards 3 and 4. The concentrated population growth makes it difficult to design wards that fall within the +/-25% range both now and in 2031. In our view, Option 3B achieves the best balance for today and the future.

There may be additional opportunities to fine tune the proposed ward boundaries – particularly between Wards 3, 4 and 5 – to further improve the distribution of population between wards in the short term. Any improvements should be judged on their ability to improve the population balance between wards without creating wards that do not make sense to local residents (i.e., stranding small populations across significant features).

If Town Council were broadly in favour of Option 3B, we would be pleased to work with Town Staff on further, small adjustments designed to reduce the population variance in the near term.

## Implementation Options

Council has two options to implement its desired ward and council structure option: direct implementation or putting a by-law or question on the ballot.

## Direct Implementation

Council may elect to directly implement changes to its ward and council structure by passing a by-law.

As noted in Part Two, section 222 of the *Municipal Act* provides the authority to divide or re-divide a municipality into wards. By-laws passed under section 222 are appealable to the Ontario Municipal Board. Section 222 also sets out certain procedural requirements following the passage of a by-law, including giving public notice within 15 days and providing for a 45 day appeal period.

Under section 222, the new ward boundaries would come into force the day a new council is organized following the next regular election if the by-law in question is passed before January 1 in an election year and there is no appeal (or if any appeals are withdrawn or disposed of prior to January 1 in an election year).

If passed after January 1 in an election year (or if there is an appeal that is not disposed of prior to January 1), the new boundaries would come into effect the day a new council is organized following the second regular election.

The rules associated with section 217 of the *Municipal Act*, which give municipalities the authority to change the composition of their councils, are more straightforward. Unlike section 222, there is no right of appeal to the Ontario Municipal Board under section 217. However, note that a by-law that involved ward boundary changes and so depended in part on section 222 would be appealable to the Ontario Municipal Board.

Like section 222, a by-law passed under section 217 comes into force the day the new council is organized after the first regular election following the passing of the by-law if the by-law is passed before January 1 in an election year. If the by-law is passed after January 1 in an election year, it would come into force after the second regular election. Section 217 does not contain procedural requirements similar to section 222.

## By-law on the Ballot

Section 8(1)(a) of the *Municipal Elections Act*, S.O. 1996, c 32, allows a municipality to pass a by-law to submit a proposed by-law to its electors. A vote on a by-law can be combined with the next regular election or held at another time. Public notice must be provided by the clerk before the vote.

Under section 8(1)(8)(a), a by-law on the ballot is assented to if “a majority of the votes cast in the municipality are in favour of the by-law.”

## Question on the Ballot

Section 8(1)(b) of the *Municipal Elections Act* allows a municipality to submit a question to its electors. The question must:

- Concern a matter within the jurisdiction of the municipality;
- Be clear, concise and neutral; and,
- Be capable of being answered “in the affirmative or the negative and the only permitted answers to the question are “yes” or “no”.

In practice this would mean that only one option could be put to the electorate, and it would have to have a “yes” or “no” answer. This limits the scope of options that can be put to the public.

A vote on a question can be combined with the next regular election or held at another time. Before passing a by-law to authorize a question, the clerk must give at least 10 days public notice and hold one public meeting to consider the matter. The by-law must be passed at least 180 days before voting day.

A by-law to put a question on the ballot is appealable to the Chief Electoral Officer on the grounds that the question is outside a municipality’s jurisdiction or is not clear, concise or neutral.

The results of a question on the ballot are binding if at least 50% of the eligible electors in the municipality vote on the question and more than 50% of the votes on the question are in favour of those results. After a binding result, the municipality must do everything in its power to implement the results of the question in a timely manner.

In practice, the requirement to have a 50% turnout is a serious limitation. Municipal voter participation rates are often in the mid-30% range, and lower in between regular municipal elections, creating a risk that the result might not be binding.

In the case of both a by-law and a question on the ballot, it is important to note that participation would be restricted to electors. As discussed in Part One, the principle of effective representation and the Terms of Reference for this Review have a broader focus on population, which encompasses both electors and non-electors.



## **Terms of Reference Ward Boundary Review & Council Structure**

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### **Objective**

To conduct a comprehensive review of the Town of Tecumseh’s ward boundaries and council structure.

### **Guiding Principles**

The review will have regard to the following guiding criteria, subject to the overriding principle of “effective representation” as set out by the Supreme Court of Canada in *Reference re Provincial Electoral Boundaries*.

- Representation by Population: wards should have relatively equal population totals. However, a degree of variation is acceptable given differences in geography and population densities as well as the town’s characteristics;
- Population and Electoral Trends: consider anticipated population increases/decreases so that ward sizes will be balanced for up to three terms of Council;
- Means of Communication and Accessibility: group existing neighbourhoods into wards that reflect current transportation and communication patterns;
- Geographic and Topographical Features: use geographical and topographical features to delineate ward boundaries while keeping wards compact and easy to understand; and,
- Community or Diversity of Interests: as far as possible, ward boundaries should be drawn around recognized settlement areas, traditional neighbourhoods and community groupings – not through them.

### **Options for Consideration**

The review will consider the following options:

1. The status quo;
2. Reconfiguration of existing ward boundaries;
3. Decreasing or increasing the number of wards;
4. Dissolution of wards for an at-large system; and,
5. Consideration of ranked balloting & methods of voting

## Roles & Responsibilities

### **Council**

- Approve terms of reference
- Monitor public consultation, provide input on options
- Decision maker on final recommendations

### **Consultant**

- Review all pertinent background information made available by the Town
- Review OMB cases, best practices and other relevant resources
- Research and review data available on topic of ranked balloting
- Consult with Council, Tecumseh staff, school boards and any other significant stakeholders
- Organize a public meeting in consultation with the Clerk
- Receive and review comments and submissions from stakeholders and the public
- Develop and present options to Council for consideration as set out above

### **CAO, Clerk & Town Staff**

- Work in collaboration with consultant, including provision of information, technical assistance and GIS services for mapping purposes
- Maintain a webpage on the review
- Draft all reports to accompany the consultant's recommendations

## Workplan & Timetable

### **May 2016**

- Approval of Terms of Reference by Council May 24

### **June - July 2016**

- Finalize work program
- Review background, OMB cases, best practices and other relevant resources
- Initial consultations with key stakeholders (Council, staff, school boards [public, separate & French], DataFix [Municipal Voter View] & MPAC)
- Formulation of draft options for presentation at public consultations & meeting

### **September 2016**

- Public consultations
- Public meeting to present draft options and gather public feedback

### **October - November 2016**

- Review public, stakeholder & Council feedback
- Prepare final recommendations

### **December 2016**

- Final recommendations in report to Council [tentatively December 13, 2016]

## Appendix “B”

### Council and Ward Structure Options

Concept	Council Size	Council Composition	Method of Election	Wards	How We Get There	Effective Representation Test
1 - Status Quo	7	Mayor Deputy Mayor 5 Councillors	Wards	4	No change/status quo	No
2 - Minor Ward Boundary Adjustments, Same Council Size	7	Mayor Deputy Mayor 5 Councillors	Wards	4	Adjust ward boundaries between: <ul style="list-style-type: none"> <li>Wards 1 and 3; and</li> <li>Wards 3 and 4</li> </ul>	Yes
3 - Five Ward Structure, Same Council Size	7	Mayor Deputy Mayor 5 Councillors	Wards	5	Increase wards by dividing Ward 1 into two separate wards  Adjust boundaries between Wards 1, 2 and 3	Yes
3A – Five Ward Structure, Major Boundary Adjustments	7	Mayor Deputy Mayor 5 Councillors	Wards	5	Substantially adjust all existing ward boundaries	Yes
3B – Five Ward Structure, Major Boundary Adjustments	7	Mayor Deputy Mayor 5 Councillors	Wards	5	Substantially adjust all existing ward boundaries	Yes
4 - Two Ward Structure, Same Council Size	7	Mayor Deputy Mayor 5 Councillors	Wards	2	Adjust the boundary between Wards 1 and 3, then merge: <ul style="list-style-type: none"> <li>Wards 1 and 2; and</li> <li>Wards 3 and 4</li> </ul>	Yes
5 - At-large, Same Council Size	7	Mayor Deputy Mayor 5 Councillors	At-large	None	Elect all Councillors at-large	Yes
6 - Major Boundary Adjustments, Smaller Council Size	6	Mayor Deputy Mayor 4 Councillors	Wards	4	Significant boundary adjustments between all wards  Reduce by one Council position	No
7 - At-large, Smaller Council Size	6	Mayor Deputy Mayor 4 Councillors	At-large	None	Elect all Councillors at-large  Reduce by one Council position	Yes
8 - Two Ward Structure, Minimum Council Size	5	Mayor Deputy Mayor 3 Councillors	Wards	2	Adjust the boundary between Wards 1 and 3, then merge: <ul style="list-style-type: none"> <li>Wards 1 and 2; and</li> <li>Wards 3 and 4</li> </ul> Reduce by one Council position	Yes
9 - Major Boundary Adjustments, Minimum Council Size	5	Mayor 4 Councillors	Wards	4	Significant boundary adjustments between all wards  Reduce by one Council position and remove Deputy Mayor position	No
10 - At-large, Minimum Council Size	5	Mayor Deputy Mayor 3 Councillors	At-large	None	Elect all Councillors at-large  Reduce by two Council positions	Yes
11 - No Boundary Adjustments, Larger Council Size	8	Mayor 7 Councillors	Wards	4	Add a third Council position to Ward 1 and a second Council position to Ward 3  Remove Deputy Mayor position	Yes