

Policies & Priorities Committee Meeting
AGENDA

Tuesday, August 14, 2018, 5:30 pm
Tecumseh Town Hall
www.tecumseh.ca

Pages

1. **Call to Order**
2. **Roll Call**
3. **Disclosure of Pecuniary Interest**
4. **Delegations**
5. **Communications**
 - a. Town of Lakeshore dated March 9, 2018
Re: Dog Pound Services 2 - 2
6. **Reports**
 - a. CS-2018-19 2018 Keeping of Urban Chickens 3 - 23
 - b. CS-2018-28 Council Post-Retirement Benefits 24 - 35
 - c. CS-2018-29 Noise By-law Amendment 36 - 39
7. **Unfinished Business**
8. **New Business**
 - a. Canada Revenue One-Third Tax Exemption
9. **Next Meeting**
10. **Adjournment**



RECEIVED

MAR 19 2018

Town of Tecumseh

TOWN OF LAKESHORE

419 Notre Dame St.
Belle River, ON N0R 1A0

March 9, 2018

Town of Tecumseh
917 Lesperance Rd.
Tecumseh, Ontario
N8N 1W9

Attention: Laura Moy, Director Corporate Services & Clerk

Dear Ms. Moy:

RE: DOG POUND SERVICES

At their meeting of February 15, 2018 the Dog Pound Committee approved the following resolution:

Committee member Burns moved and Committee member Houston seconded:

That:

A request be forwarded to the Council for the Town of Essex, Town of Lakeshore, Town of LaSalle and Town of Tecumseh requesting input and comments regarding the short term and long term vision of the dog pound and possible name change of facility.

Motion Carried

Once you have had an opportunity to obtain any comments from your respective Council please forward them to the Dog Pound Committee in care of the Town of Lakeshore, Clerk.

Should you require further information regarding this request please contact the undersigned.

Yours truly,

Mary Masse
Clerk



The Corporation of the Town of Tecumseh

Corporate Services & Clerk

To: Policies and Priorities Committee

From: Christina Hebert, Manager Committee & Community Services

Date to Council: August 14, 2018

Report Number: CS-2018-19

Subject: Keeping of Urban Chickens

Recommendations

It is recommended:

That the Corporate Services & Clerks Department Report CS-2018-19, respecting the keeping of urban chickens, **be received**;

And that direction regarding the preferred option for the regulation or prohibition of urban chickens within the municipality, **be given**.

Background

Urban chickens have become a growing trend across North America. In an effort to be more involved in their own food production, many urban residents across Canada have opted to raise and keep chickens in their backyards. Chickens raised on urban residential properties are therefore referred to as “urban chickens” or “backyard chickens”.

It is at the discretion of municipalities to determine whether to regulate or prohibit urban chickens.

Prior to the November 2016 Corporate Services & Clerks Department Report No. 55/16, the Planning & Building Services Department had used the consistent approach, when dealing with any property complaint in respect of urban chickens, that a maximum of three (3) urban chickens could be deemed a permitted accessory use as defined by the Town’s Zoning By-law (*“being a use that is normally incidental, subordinate and exclusively devoted to main use...”*), along with the associated accessory use provisions (building size, minimum side and rear yards, building height, etc). The rationale supporting a maximum number of three (3) chickens

was that the same cap was placed on dogs as established in the Town's Animal Control By-law.

Due to concerns expressed by residents respecting the keeping of urban chickens in residential areas, along with complaints relating to rodents and other wildlife, an informational report - Corporate Services & Clerks Report No. 34/16 Examination of Urban Chicken Control & Rodent Complaints - was received by the Policies & Priorities Committee at the September 27, 2016 meeting. [Attachment 1](#)

Council was later presented with another report at the November 22, 2016, Regular Meeting recommending the Animal Control By-law be amended to specifically prohibit the keeping of chickens in urban areas. The recommendation in Corporate Services & Clerks Report No. 55/16 Keeping of Urban Chickens was accepted by resolution (RCM-400/16). [Attachment 2](#)

Subsequently, Council received a delegation at the July 25, 2017, Regular Meeting in respect of the prohibition of urban chickens. The resident appeared before Council after having received an order to comply with the Town's Zoning By-law Subsection 3.1 and the limit of three (3) urban chickens. The resident advised he has a child with an immune deficiency and requires more than three (3) chickens to produce a sufficient number of eggs to feed his child. A request was made for consideration for property owners who have a greater lot area than the typical residential properties, and for those who have special needs, to be allowed to have urban chickens.

During the delegation discussion, it was noted the Animal Control By-law 1999-07 had not yet been amended, pending further consultation with Legal Counsel, and research on implementation and notification to existing property owners with urban chickens.

At the meeting, Council passed a resolution (RCM-256/17) deferring the Zoning Order issued to the owner of 2380 Lesperance Road relating to the keeping of chickens, pending further discussion and decision-making by Council on the matter of keeping urban chickens based on further research and reporting by Administration.

Accordingly, further research has been undertaken on the experiences and practices in other communities relating to the regulation of urban chickens.

Comments

In light of the growing trend of urban chickens, some Canadian municipalities are permitting urban chickens under certain provisions. Examples of how some municipalities are allowing the keeping of urban chickens are as follows:

Some Examples of Other Communities

I. Licensing of Urban Chickens

The City of Kingston (Kingston) currently allows for the provision of backyard hens under by-law and licensing regulations. Section 4.17 of Kingston's Animal Control By-law 2004-144 permits up to six (6) hens and the associated coops to be located on any residential property in a Residential Zone subject to regulation.

Hen, defined by Kingston, means a domesticated female chicken that is at least four (4) months old.

Kingston residents desirous of keeping urban chickens must make application for a Hen Coop Permit, which is subject to an annual license fee of \$25.00. Additionally, the permit provides for a number of regulations, such as:

- The keeping of roosters is prohibited.
- The total area of all coops and runs are less than 108 square feet (10 square metres) and the hen coop and hen run is one story high and less than 15 feet.
- Hen coops and runs shall be a distance of at least 1.2m from the rear lot line and at least 1.2m from any side lot line of the dwelling on which the hen coop is located.
- Hen coops and hen runs shall be a minimum distance of 3m from all windows and doors of dwellings that are located on an abutting property.
- Hens must be kept in their coops from 9:00 pm to 6:00 am.
- Hen coops and runs shall be maintained in a clean condition and the coop shall be kept free of obnoxious odours, substances, and vermin.
- Store manure shall be kept in an enclosed structure such as compost bin in accordance with compost regulations, and no more than three cubic feet shall be stored at any one time.

Applicants must advise their neighbours of their intention to obtain a hen coop permit prior to submitting an application. Kingston's application includes a Neighbour Notification form, which provides for the abutting neighbours to acknowledge, in writing, to being aware of the application for a permit to keep backyard hens.

The application process for a hen coop also includes a sketch of the proposed coop which shows the location and size of the coop and notes the setbacks from the property lines.

The City of Kitchener (Kitchener) follows a similar licensing model as Kingston. Residents interested in having chicken coops in Kitchener are required to pay a one-time \$50.00 registration fee, with an inspection of the property to ensure it complies with all setback and coop requirements.

Property owners in Kitchener may keep up to four (4) hens at a property in a residential zone under the Zoning By-law providing the conditions and requirements are met. Comparable hen coop and run size regulations, as well as neighbours written consent, if the setback requirements are not met, is required to obtain a coop permit.

Since the program took effect in December 2016, Kitchener has issued approximately 70 hen coop permits to date (Stats Canada 2016 population 470,015).

Kingston averages approximately 22 hen coop permits yearly since inception of the program in late 2013 (Stats Canada 2016 population 117,660)

II. Prohibit - Request for Exemption

The Town of Innisfil's Animal Control By-Law No. 068-06 prohibits typical farm related animals (chickens) within settlement areas (residential zones). However, residents may make a request

for an exemption to permit chickens, which is then brought forward to Council for direction. Innisfil currently does not have established criteria or regulations for allowing an exemption.

Innisfil currently receives very few exemption requests from the Animal Control By-law for permission to keep chickens. The municipality is considering delegating authority via a delegated authority by-law to capture requests of this nature.

III. Pilot Project

Recently, the City of Toronto has implemented the 'UrbanHensTO' pilot program, which runs from March 2, 2018 to March 2, 2021, and allows residents to have urban hens in four wards across the city.

Prior to purchasing hens, Toronto residents must complete a registration form and meet all of the eligibility requirements. The eligibility requirements provide for similar provisions as Kingston and Kitchener in terms of coop size and setbacks, chicken waste and the like.

Under the pilot program, a limit of four (4) hens per property is permitted with a recommendation of a minimum of two (2) hens, as they are very social creatures. Roosters are not permitted.

Hens must be at least four (4) months old when acquired as prior to four (4) months it cannot be determined whether the chick is a hen or a rooster. Hens are for the purpose of enjoyment and egg production and not intended as livestock to eat and must be for personal consumption only; hens are not permitted to be sold.

As earlier reported, area municipalities were surveyed for reporting, most of which ban the keeping of chickens on residential property. The municipalities that prohibit the keeping of urban chickens on residential property, within their respective Animal Control By-laws are: the Towns of LaSalle, Lakeshore, and Kingsville and the City of Windsor.

Consideration

Rodents and Other Wildlife

As previously noted, residents' concerns regarding the keeping of urban chickens indicate belief that the keeping of urban chickens attracts rodents and other wildlife. Research has shown that urban chickens, and improperly stored food, have the potential to attract rodents and other wildlife.

While the Town has taken measures to mitigate the rodent population, concerns relating to rodents continue to be received from residents. Measures that have been taken include: continued public education campaigns on ways to discourage rodents (removing clutter, yard maintenance, removing food sources), website and social media posts, two (2) public open houses that allowed residents an opportunity to receive advice from local pest control companies, and the introduction of mandatory hard-sided containers for household garbage.

Various factors need to be considered when deciding to permit and regulate or prohibit the keeping of urban chickens in residential areas, as described in the earlier reports, as well as enforcement, inspection and monitoring.

Options

After reviewing the experiences of other municipalities and taking into consideration the concerns about rodents and other wildlife, the following options in respect of regulating or prohibiting urban chickens are provided for consideration:

1. Amend the Animal Control By-law No. 1999-07 to prohibit the keeping of urban chickens in urban areas, as previously directed.
2. Prohibit urban chickens in residential areas and allow residents to make a request to Council for an exemption to permit hen coops based on guidelines and criteria to be established. A further report on guidelines would be brought back to Council for consideration, if this were a preferred option.
3. Regulate the keeping of urban chickens through a permit or licensing program. If this option were preferred, Administration would develop a licensing model and regulations, including an annual permit fee and inspection. The fee would be adequate to cover staffing resources to administer, monitor and enforce the program. A further report would also be brought back to Council for consideration and implementation.

Consultations

Planning & Building Services
City of Kingston
City of Kitchener
Town of Innisfil
City of Toronto
Area Municipalities

Financial Implications

There are no financial implications at this time as this is an informational report. In the event that direction is given to implement a permit or licensing program for keeping urban chickens, the financial implications of such would be provided in a subsequent report.

Link to Strategic Priorities

Applicable	2017-18 Strategic Priorities
<input checked="" type="checkbox"/>	Make the Town of Tecumseh an even better place to live, work and invest through a shared vision for our residents and newcomers.
<input type="checkbox"/>	Ensure that the Town of Tecumseh's current and future growth is built upon the principles of sustainability and strategic decision-making.
<input checked="" type="checkbox"/>	Integrate the principles of health and wellness into all of the Town of Tecumseh's plans and priorities.
<input checked="" type="checkbox"/>	Steward the Town's "continuous improvement" approach to municipal service delivery to residents and businesses.
<input type="checkbox"/>	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 Chief Administrative Officer.

Prepared by:

Christina Hebert, BA (Hons), MA, Dipl. M.A.
Manager Committee & Community Services

Reviewed by:

Laura Moy, Dipl. M.M., CMMIII HR Professional
Director Corporate Services & Clerk

Reviewed by:

Brian Hillman, MA, MCIP, RPP
Director Planning & Building Services

Recommended by:

Tony Haddad, MSA, CMO, CPFA
Chief Administrative Officer

Attachment Number	Attachment Name
1	Corporate Services & Clerks Department Report No. 34/16
2	Corporate Services & Clerks Department Report No. 55/16



THE CORPORATION OF THE TOWN OF TECUMSEH

Corporate Services & Clerk
Report No. 34/16

TO: Mayor and Members of Council

FROM: Director Corporate Services & Clerk

DATE: September 12, 2016

DATE TO COUNCIL: September 27, 2016

SUBJECT: Examination of Urban Chicken Control & Rodent Complaints

RECOMMENDATIONS

It is recommended that:

1. Corporate Services & Clerk Report No. 34/16, titled "Examination of Urban Chicken Control & Rodent Complaints" be received.

BACKGROUND

As a result of growing concern from the community, an examination of the Town of Tecumseh's (Town) urban chicken population is being undertaken, along with complaints relating to rodents and other wildlife. This report is submitted as information relative to these concerns and steps being taken to address the issues.

"Urban chickens" have become a growing trend across North America. In an effort to be more involved in their own food production, urban residents across Canada are opting to raise and keep chickens in their backyards. Chickens raised on urban residential dwellings are therefore referred to as "urban chickens" or "backyard chickens".

Growing your own food can be very rewarding and many people are looking at the opportunity they have right in their own backyards. Vegetable gardens and fruit trees are already a part of the urban environment for many people, but others are looking for more ways to bring the farm to towns and cities. Some, for example, choose to raise chickens in their backyards, which can be a source of both eggs and meat. This brings its own unique set of challenges for municipalities across Canada.

As a result of the growing trend of keeping chickens in urban areas, municipalities are left deciding whether to regulate or restrict backyard chickens.

The responsibly humane and sanitary keeping of backyard chickens relies both on the owners, as well as municipalities. Before developing any by-laws surrounding the keeping of chickens in urban areas, several issues should be considered:

- I. **Animal & Public Health:** Poultry can host diseases that can be passed on to humans. These animals require health management and veterinary care, as well as basic biosecurity measures, to minimize the occurrence and spread of diseases.

- II. **Animal Care:** Basic hygiene is essential when caring for these animals, which also need proper shelter, food, water and adequate space to stay healthy. Manure must be disposed of in a safe and environmentally responsible manner. Even with the best of care, some animals will die, which means there have to be plans for the disposal of dead chickens.
- III. **Predators:** Poultry can attract predators such as coyotes, rats, skunks, raccoons, foxes and neighbourhood pets.
- IV. **Food Safety:** Municipalities should also be aware of provincial and federal regulations regarding food safety. For example, regulations under the *Food Safety and Quality Act, 2001* govern the sale of ungraded eggs.
- V. **Nuisance:** While there are potential benefits to permitting backyard chickens, there is also the potential for disease, food safety and nuisance issues to take into consideration. These nuisance issues include increased noise, unpleasant odors, and the attraction of rodents and wildlife [ie: skunks, racoon, opossum...].

Persons who wish to keep chickens must consider a variety of factors, which include but are not limited to the following:

- I. The keeping of chickens is a long term commitment— they can live up to ten (10) years, but most only produce eggs for up to five (5) years;
- II. For shelter and protection from predators, chickens need an enclosed house with a locking door, which is known as a coop;
- III. Chickens are also social creatures. This means those who wish to keep chickens need to keep more than one (1) so that the chickens are able to socialize and engage in fundamental behaviours;
- IV. Chickens also require adequate space. Too little space can be a stressor for chickens, who may respond with aggressive behaviours such as egg eating, pecking at each other, and even cannibalism;
- V. Chickens require diligent care and upkeep, including proper care in the winter months.

The list above is not exhaustive. There are many other factors which need to be considered before a person decides to take care of chickens, as there are both benefits and risks associated with the keeping of backyard chickens.

Some Tecumseh residents have voiced their concerns in regards to the rodent population within the Town. As a result of these concerns, a public education notice entitled “*Pest Control—Dealing with Rodents*” was developed and released earlier this year [[Appendix 1](#)]. This educational notice is available on the Town’s website, and was linked to social media and the Town App. It describes what a rodent is and looks like, how to prevent pests such as rodents from appearing on your property, and how to safely remove unwanted pests.

The Town is not the only municipality currently dealing with an increased volume of complaints regarding unwanted pests, such as rodents. The City of Windsor is currently experiencing a seemingly growing rodent problem.

Preliminary research does not clearly indicate a direct correlation between the keeping of backyard chickens and rodents. Research indicates rodents are attracted to food sources. Chicken feed, if not stored properly, may offer rodents a food source, as well as backyard gardens and bird feeders.

The concerns of Tecumseh residents regarding urban chickens and rodents has not gone unnoticed. Administration is working diligently to find potential cause(s), as well as alternative ways to address the concerns.

COMMENTS

In an effort to keep up with the growing popularity of urban chickens, Administration has been working to better understand its role in dealing with this trend. Currently, the Town's Animal Control Bylaw No. 1999-07 does not regulate the keeping of urban chickens.

The Town's current zoning by-laws do not provide specific regulations pertaining to the keeping of urban chickens (or any other type of animal/pet) within residential areas. As a result, and in an attempt to provide some reasonable application of the by-law, there has been reliance upon a simplified interpretation of other provisions in the zoning by-laws as a means to ensure that the noted use does not become an incompatible use within residentially zoned areas.

More specifically, with respect to urban chickens (and the associated structures which house them) the Planning and Building Services Department has relied upon the definition of "accessory" when dealing with the introduction of urban chickens on a residentially zoned property. Currently, the use is being interpreted as an accessory use to the permitted residential use provided it meets the zoning by-law's definition of "accessory" (*"being a use that is normally incidental, subordinate and exclusively devoted to a main use..."*) along with the associated accessory use provisions (building size, minimum side and rear yards, building height, etc.).

As the demand for urban chickens has increased over the past several years, the above noted interpretation was applied to any property complaint received by the Town. The approach consistently being used is that in order to meet the "accessory" definition of the zoning by-law, a maximum of three (3) urban chickens could be deemed a permitted accessory use on the basis that the Animal Control By-law establishes the number "three" as the maximum number of cats or dogs that are permitted on an individual property, provided once again that the definition and associated provisions regarding accessory uses/buildings/structures are met.

Neighboring municipalities were surveyed for the purpose of this report, most of which ban the keeping of chickens on residential property. The municipalities surveyed for the purpose of this report that restrict the keeping of chickens on residential property, within their respective Animal Control By-laws, are: the Towns of LaSalle, Lakeshore, and Kingsville and the City of Windsor. Like Tecumseh's Animal Control By-law this matter is silent in the Town of Essex and Municipality of Leamington by-laws.

Although there are some Canadian cities which allow for and regulate urban chickens [i.e. Vancouver, Victoria, and Montreal], most municipalities either ban the practice or do not currently have a policy in place to deal with this issue.

When deciding whether or not to regulate or restrict the keeping of chickens on residential property within the Town, a variety of factors must be taken into consideration as previously commented, in addition to enforcement, inspection and monitoring.

As noted earlier in this report, research has shown urban chickens, and improperly stored food, have the potential to attract rodents and other wildlife. The Corporate Services & Clerks, Public Works & Environmental Services, Planning & Building Services and Information and Communication Services Departments are working collaboratively to establish where urban chickens are known to be located within the Town in relation to where complaints have been received about rodents, in order to see if a correlation between the two can be established. Based on preliminary analysis, it is not clear that such a correlation will be revealed.

Consultation has also taken place with the Windsor Essex County Humane Society (WECHS) which could not offer any support on the correlation of urban chickens to the perceived increase in the rodent population. A variety of factors can attract rodents to an area including, as already mentioned, food sources and shelter, in addition to predators in the area [ie: cats, raccoons, skunks, fox, coyote, etc...]. With respect to urban chickens, the WECHS advises they receive very few chicken in-takes. In-takes are generally surrendered male chickens [non-egg producing], strays; or in one case, seized for improper care.

Residents often look to their local municipality for assistance in rodent and wildlife control, for which they have no obligation to provide. Locally, the City of Windsor (City) has a rat baiting program. Through this service, the City contracts a pest exterminator. Residents who have rodents on their property pay a \$100 fee for a maximum of four (4) baitings per session, for each residential address. In regards to the extermination of rodents, the Town does not currently offer its residents any extermination services, but may wish to explore offering a similar baiting program as the City, at the full cost to the resident.

In terms of the prevention of pests such as rodents, the Town previously released a public education notice, "*Pest Control—Dealing with Rodents*", informing residents all about rodents and how to prevent them. By providing Tecumseh residents with the necessary information and educational tools to deal with rodents, we can help to discourage unwanted pests within the community.

Also in regards to the prevention of pests within the Town, Administration has reviewed and will be making recommendations to update the Refuse Control Bylaw (2003-40). In 2014, the City of Windsor introduced a bylaw which mandates that all curb-side garbage be placed in hard-sided containers. As a result of this measure, the City has reported a noticed a reduction in the number of urban wildlife, including skunks and rodents. Rodents, including rats, are attracted to garbage, and it is imperative that the Town stay up to date with the necessary measures, including updating by-laws, to keep any unwanted pests at bay.

Administration is continuing to work to understand how to best deal with urban chickens and keep unwanted pests out of our community. To date, the following steps are being taken:

- A public education notice has been developed and promoted on ways to deal with unwanted pests as a proactive measure to combat the issue of rodents in the community;
- Exploring whether there is a correlation between urban chickens in the community and the increase of complaints in regards to rodents;
- Consulting with the Windsor-Essex County Humane Society to better understand the keeping of urban chickens, in relation to regulating or restricting; and
- Reviewing by-laws and potential amendments to by-laws that pertain to the regulating or keeping of animal [ie: Animal Control and Zoning By-laws] and that may help prevent the attraction of rodents and wildlife [ie: Property Standards and Refuse Control By-laws].

CONSULTATIONS

Planning & Building Services Department
Public Works & Environmental Services Department
Essex County Municipalities
City of Windsor
Windsor Essex County Humane Society
Ontario Ministry of Agriculture, Food and Rural Affairs

FINANCIAL IMPLICATIONS

There are no financial implications. This is an informational report.

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:

Reviewed by:

Tina Savic, BA
University of Windsor Master's Student,
Student Intern

Laura Moy, Dipl. M.M, CMM III HR Professional
Director Corporate Services & Clerk

Reviewed by:

Reviewed by:

Brian Hillman, BA, MA
Director Planning & Building Services

Dan Piescic, P.Eng.
Director Public Works & Environmental
Services

Recommended by:

Tony Haddad, MSA, CMO, CPFA
Chief Administrative Officer

Appendix 1: Public Notice: "Pest Control—Dealing with Rodents"

TS

Appendix 1



Public Notice

Pest Control — Dealing with Rodents

Pests:

What is a Pest?

A pest, as defined by the *Federal Pest Control Products Act*, means "an animal, a plant or other organism that is injurious, noxious or troublesome, whether directly or indirectly, and an injurious, noxious or troublesome condition or organic function of an animal, a plant or other organism."

There are many common pests including rodents (rats and mice), moles, skunks, raccoons, etc. There are easy ways to both identify whether you might have pests and ways to prevent them from living or returning to your property.

Pest Control – Dealing with Rodents will focus on ways to identify and prevent rodents. To learn more about dealing with other pests and wildlife in urban areas, please visit the Town's website at www.tecumseh.ca.

What Does a Rat Look Like?

The rat has a stocky body, weighing 200 to 500 grams. Their fur is black or brown, and the tail is scaly. It has a blunt nose with small ears and eyes.



What Does a Mouse Look Like?

A mouse is a small rodent with a pointed nose, furry round body, large ears and a long often hairless tail. Mice come in a variety of colours and sizes.



Where Am I Most Likely to Find Rodents on my Property?

Rodents are pests that are found year round. Rodents typically live outdoors and then migrate inside when cool weather approaches. They are found around buildings, in gardens, near garbage or composters, and within homes, including in the roof and in drains.

Rodents are nocturnal animals, meaning that they are most active at night. However, if food and water sources are scarce, or if large infestations occur, rodents will become active during the day.

How Can I Tell if I Have Rodents on my Property?

1. Look for places where rodents live - most rodents tend to live in nests or burrows. Burrows are holes in dirt or concrete from one to four inches wide, with smooth edges, and can also be found under bushes and plants. They will often have an entrance and exit hole. They will burrow into the ground close to their food source.
2. Look for nests. Rodents nest in any safe location where food and water are available, such as under wood piles, in abandoned vehicles, between walls or under floors in garages or sheds.
3. Look for droppings. For rats, they are 1/4 to 1/2 inch in length, capsule shaped, with blunt ends and are usually a shiny black (though variable according to diet). They are often times found close to garbage. For mice, they are approximately 3 to 6 mm in length; they are granular in shape and black in colour.
4. Look for holes and gnaw marks on wood and plastic garbage cans.
5. Check walls and grass for signs of runways. Rodents run along the same path many times a day, leaving dark greasy track marks along walls and worn down paths in grass.

Preventing Rodents:

There are several simple steps you can take to prevent rodents on your property:

Remove Clutter

- This is an important step as clutter gives rodents lots of places to hide, sleep, nest and reproduce.
- Remove (and recycle) piles of newspapers, paper bags, cardboard and bottles.
- Clear out your basement and yard.
- Try to store items away from walls and off the ground.



Maintain Your Yard

- Control weeds, shrubs and bushes as pests are often found in burrows under bushes and plants.
- Keep tall grass, bushes, shrubs and mulch away from building foundations.
- Make space between plants and avoid dense planting.
- Keep gardens free of weeds and trash.

Manage Your Garbage

- Bring garbage cans and bags to the curb as close to pick-up time as possible.
- Use hard plastic or metal cans with tight fitting lids.
- Always put garbage inside pest proof containers with tight fitting lids.
- If you compost, remember to follow good composting practices:
 - Do not throw food scraps into backyard compost without covering them.
 - Have a pest proof compost container.



Keep Food Away

- Do not put food out for stray cats, pigeons or squirrels.
- Remove fallen fruit and nuts from your yard.
- Remove pet food right after feeding and do not leave it outside overnight.
- Clean out waste and food from pet enclosures.
- Equip bird feeders with trays and clean spilled seeds often.
- Repair any plumbing leaks to remove a water source, and remember to always cover pools when not in use.

Eliminate Potential Hiding and Living Places

- Trim plants near buildings so that 15 to 20 cm (6 to 8 inches) above ground is clear. Trim branches of trees or shrubs to prevent access to roofs or balconies.
- Remove unused piles of lumber and old sheds.
- Do not store old cars or furniture outside.
- Store lumber and firewood on stands high-off the ground.

Keep Rodents Out (Pest-Proofing Your Home)

- Be sure to seal cracks and small holes (usually with caulk).
- Close gaps under doors with rodent-resistant metal door sweeps.
- Close window gaps with metal flashing.
- Put screens on vents, especially on lower floors.



Removing Pests:

The most effective way to thoroughly eliminate pests from your property is to contact your local pest control agency. These agencies are equipped with the necessary resources to effectively and safely remove any unwanted pests.





THE CORPORATION OF THE TOWN OF TECUMSEH

Corporate Services & Clerk
Report No. 55/16

TO: Mayor and Members of Council

FROM: Director Corporate Services & Clerk

DATE: October 21, 2016

DATE TO COUNCIL: November 22, 2016

SUBJECT: Keeping of Urban Chickens

RECOMMENDATIONS

It is recommended that:

1. Animal Control Bylaw No. 1999-07, be amended, to specifically prohibit the keeping of chickens in urban areas; and that
2. Corporate Services & Clerks Department Report No. 55/16 regarding the keeping of urban chickens, be received.

BACKGROUND

A growing concern has been expressed by residents related to the keeping of chickens in residential areas, along with complaints relating to rodents and other wildlife.

“Urban chickens” have become a growing trend across North America. In an effort to be more involved in their own food production, many urban residents across Canada have opted to raise and keep chickens in their backyards. Chickens raised on urban residential properties are therefore referred to as “urban chickens” or “backyard chickens”.

As a result of the growing trend of keeping chickens in urban areas, municipalities are left deciding whether to regulate or prohibit backyard chickens.

The responsibility for the humane and sanitary keeping of backyard chickens lies both on the owners, as well as municipalities. There are both benefits and risks associated with the keeping of urban chickens, including but not limited to:

- I. **Animal & Public Health:** Poultry can host diseases that can be passed on to humans. These animals require health management and veterinary care, as well as basic biosecurity measures, to minimize the occurrence and spread of diseases.
- II. **Animal Care:** Basic hygiene is essential when caring for these animals, which also need proper shelter, food, water and adequate space to stay healthy. Manure must be disposed of in a safe and environmentally responsible manner. Even with the best of care, some animals will die, which means there must be a plan in place for the disposal of dead chickens.

- III. **Predators:** Poultry can attract predators such as coyotes, rodents, skunks, raccoons, foxes, other wildlife and neighbourhood pets.
- IV. **Food Safety:** There are provincial and federal regulations regarding food safety. For example, regulations under the *Food Safety and Quality Act, 2001* govern the sale of ungraded eggs.
- V. **Nuisance:** Nuisance issues such as, increased noise and unpleasant odors.
- VI. **Abandonment:** There have been instances where urban chickens are no longer able to lay eggs [after 5 years], or male chickens, that are abandoned as reported by the Windsor Essex County Health Unit.
- VII. **Education & Entertainment:** Raising backyard chickens can be fun and educational, allowing families to teach their children about avian biology, animal welfare, behavior and much more.
- VIII. **Improved Nutrition:** Backyard chickens provide urban residents a chance to grow their own food. This allows residents to have more control over their food production. There are also many health benefits of eggs from chickens, including omega-3 fats.
- IX. **Animal Welfare:** Backyard Chickens are believed to live a healthier, happier life than those who spend their lives in captivity at chicken farms.

Concerns raised specifically by some Tecumseh residents are in regards to the rodent population within the Town. There is a belief that the keeping of urban chickens has led to an increased presence of rodents. Research has shown that urban chickens, and improperly stored food, have the potential to attract rodents and other wildlife. The Corporate Services & Clerks, Public Works & Environmental Services, Planning & Building Services and Information and Communication Services Departments have worked collaboratively to establish where urban chickens are known to be located within the Town in relation to where complaints have been received about rodents, in order to see if a correlation between the two could be established. Based on analysis, no such correlation was demonstrated.

The Town has taken measures to mitigate the rodent population through a public education campaign on how to discourage rodents and introducing mandatory hard-sided containers for household waste, effective January 1, 2017.

COMMENTS

Currently, the Town's Animal Control Bylaw No. 1999-07 does not prohibit, nor regulate, the keeping of urban chickens.

The Town's current Zoning By-laws also do not provide specific regulations pertaining to the keeping of urban chickens [or any other type of animal/pet] within residential areas. As a result, and in an attempt to provide some reasonable application of the Zoning By-law, there has been reliance upon a simplified interpretation of other provisions in the Zoning By-laws as a means to ensure that the noted use does not become an incompatible use within residentially zoned areas.

More specifically, the Planning & Building Services Department has relied upon the definition of "accessory" when dealing with the introduction of urban chickens [and the associated structures which house them] on a residentially zoned property. Currently, the use is being interpreted as an accessory use to the permitted residential use provided it meets the Zoning By-law's definition of "accessory" [*"being a use that is normally incidental, subordinate and exclusively devoted to a main use..."*] along with the associated accessory use provisions [building size, minimum side and rear yards, building height, etc.].

As the demand for urban chickens has increased over the past several years, the above-noted interpretation was applied to any property complaint received by the Town. The approach consistently being used is that in order to meet the “accessory” definition of the Zoning By-law, a maximum of three (3) urban chickens could be deemed a permitted accessory use. Part of the rationale for this number is that the Animal Control By-law establishes the number “three” as the maximum number of cats or dogs that are permitted on an individual property, provided once again that the definition and associated provisions regarding accessory uses/buildings/structures are met.

Neighboring municipalities were surveyed for the purpose of this report, most of which ban the keeping of chickens on residential property. The municipalities that prohibit the keeping of urban chickens on residential property, within their respective Animal Control By-laws, are: the Towns of LaSalle, Lakeshore, and Kingsville and the City of Windsor.

Although there are some Canadian cities which allow for and regulate urban chickens [i.e. Vancouver, Victoria, and Montreal], most municipalities either ban the practice or do not currently have a policy in place to deal with this issue.

When deciding to permit and regulate, or prohibit, the keeping of chickens on residential properties within the urban areas of the Town, a variety of factors have been taken into consideration as previously commented, in addition to enforcement, inspection and monitoring.

The proper care of chickens and their welfare is of importance to any municipality grappling with the decision to permit and regulate, or prohibit, the keeping of urban chickens. After careful consideration of all issues facing both municipalities and urban residents, it is recommended that the keeping of urban chickens be prohibited in the Town of Tecumseh.

All the associated benefits and risks have been considered in making the recommendation to prohibit the keeping of urban chickens on residential properties in the urban areas of the Town.

CONSULTATIONS

City of Windsor
Essex County Municipalities
Information & Communication Services Department
Ontario Ministry of Agriculture, Food and Rural Affairs
Planning & Building Services Department
Public Works & Environmental Services Department
Windsor-Essex County Humane Society

FINANCIAL IMPLICATIONS

There are no financial implications.

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:

Laura Moy, Dipl. M.M, CMM III HR Professional
Director Corporate Services & Clerk

Reviewed by:

Reviewed by:

Brian Hillman, MA, MCIP, RPP
Director Planning & Building Services

Dan Piescic, P. Eng.
Director Public Works & Environmental
Services

Recommended by:

Tony Haddad, MSA, CMO, CPFA
Chief Administrative Officer

/lm



The Corporation of the Town of Tecumseh

Corporate Services & Clerk

To: Policies and Priorities Committee

From: Laura Moy, Director Corporate Services & Clerk

Date to Council: August 14, 2018

Report Number: CS-2018-28

Subject: Council Post-Retirement Benefits

Recommendations

It is recommended:

That Report No. CS-2018-02 regarding Council Post-Retirement Benefits, **be received;**

And that direction be provided on preparing a by-law under Section 282 of the *Municipal Act, 2001*, for the provision of health and dental benefits, life insurance and post-retirement benefits.

Background

At the July 11, 2017, meeting of the Personnel Committee, the Members were presented with Corporate Services & Clerks Report No. 19/17 regarding Costings for Council Health & Dental Benefits and Life Insurance. The Report followed funding being allocated in the 2017 Budget for Council benefits. It provided a summary of the cost of health and dental benefits for Members of Council, equivalent to those provided to non-union management employees; and reported on findings to provide life insurance coverage to the Members of Council, beyond that provided in the comprehensive policy of insurance with Jardine Lloyd Thompson Canada.

At the meeting, the Members resolved to provide Council \$50,000 Life Insurance and health & dental benefits equivalent to the same benefits provided to non-union management employees of the Town.

Discussion was also held, at the meeting, on providing post-retirement benefits (PRB) to Members of Council. It was noted that non-union management employees hired before

January 2007 are eligible to receive PRBs and that the City of Windsor offers some of its former Council Members post-retirement benefits, provided they meet certain criteria.

At the November 28, 2017, meeting of the Policies & Priorities Committee, the Members were presented with Corporate Services & Clerks Report No. 39/17 regarding Council Post-Retirement Health & Dental Benefits (Report). The Report summarized the status of the health and dental benefits, and life insurance, as directed by Council, and reviewed the retiree benefits provided to non-union management employees of the Town, as well as the City of Windsor's retirement benefits for Members of its Council. **Attachment 1**

The Report was deferred to the December 12, 2017, Personnel Committee as not all Members were present at the November 28 Policies & Priorities Committee Meeting. At the Personnel Committee Meeting, the following resolution (PPC-14/17) was adopted:

That the current Members of Council who serve, or have served, four (4) terms are to be offered post-retirement benefits equivalent to the health and dental benefits provided to eligible non-union management retirees, at the Town's cost.

Subsequently, a request was provided for a Promissory Note to ensure post retirement benefits would be available.

A by-law was recommended to re-affirm the health and dental benefits, life insurance and post-retirement benefits.

Comments

An opinion regarding the Town's provision of a Promissory Note to Members of Council to memorialize the provision of Post-Service Benefits was sought from Legal Counsel at Aird Berlis, LLP specializing in municipal law and having intimate knowledge of municipal issues.

In order to provide the opinion, Legal Counsel also reviewed and provided an opinion regarding the provision of Post-Service Benefits.

In short answer, they have advised they do not believe that the Town has authority to extend Post-Service Benefits to Members of Council once they become former members.

Further, if Council chooses to proceed with the provision of Post-Service Benefits to Members of Council, it is not in the Town's best interest to issue a promissory note; and if Council chooses to extend Post-Service Benefits to certain Members of Council, it is best done through a bylaw, either a stand alone by-law enacted pursuant to section 282 of the *Municipal Act, 2001*, or through an amendment to the Council Remuneration By-law.

Section 282 of the *Municipal Act, 2001* permits the provision of certain benefits to Members of Council:

Insurance, health, etc.

282 (1) Subject to the *Health Insurance Act*, a municipality may provide, only through contract either with an insurer licensed under the Insurance Act or with an association registered under the *Prepaid Hospital and Medical Services Act*,

(a) group life insurance for members of council or any local board of the municipality, employees or former employees of the municipality or any local board of the municipality or any class of them and their spouses and children;

(b) group accident insurance or group sickness insurance for members of council or any local board of the municipality, employees or former employees of the municipality or any local board of the municipality or any class of them and their spouses and children; and

(c) hospital, medical, surgical, nursing or dental services or payments for those services for members of council or any local board of the municipality, employees or former employees of the municipality or any local board of the municipality or any class of them and their spouses and children.

Council clearly has the authority to provide such benefits to Members of Council during the term of Council. On a plain reading of the above section, Council does not have the authority to provide such benefits to former members.

In looking at other sections of the *Municipal Act, 2001*, such as section 279, under the same Part of the legislation, which deals with insurance, former members of Council are clearly referenced as benefiting from municipal insurance:

Insurance

279 (1) Despite the Insurance Act, a municipality may be or act as an insurer and may exchange with other municipalities in Ontario reciprocal contracts of indemnity or inter-insurance in accordance with Part XIII of the Insurance Act with respect to the following matters:

...

3. Subject to section 14 of the Municipal Conflict of Interest Act, the protection of the members or former members of the council or of any local board of the municipality or any class of those members against risks that may involve pecuniary loss or liability on the part of the members.

We are advised that considering the above, it cannot be interpreted that the intention of the legislature would be to read in former members of Council in section 282, yet specifically list them in section 279. Therefore, because former members of Council are not specifically listed in section 282, it is not the legislative intent of the act for former members of Council to be recipients of the benefits afforded in that section to Council members, employees, and former employees.

A full copy of the Legal Opinion obtained from Aird Berlis will be provided to Council on the August 14, 2018 In Camera Council Agenda. In accordance with Section 239 (2)(f) of the *Municipal Act, 2001* a meeting or part of a meeting may be closed to the public when the subject matter being considered is advice that is subject to solicitor-client privilege, including communications necessary for that purpose.

Direction is requested on the provision of post-retirement benefits to former Members of Council. If Council chooses to extend Post-Service Benefits to certain Members of Council, a by-law will be prepared under section 282 of the *Municipal Act, 2001*, for the provision of health and dental benefits, life insurance and post-retirement benefits.

If Council does not choose to extend Post-Service Benefits a by-law will be prepared under section 282 of the *Municipal Act, 2001*, to provide current Members of Council health and dental benefits and life insurance.

Consultations

Aird Berlis LLP

Financial Implications

The financial implications were summarized in the Corporate Services & Clerks Report No. 39/17, a copy of which is appended to this Report.

Link to Strategic Priorities

Applicable	2017-18 Strategic Priorities
<input type="checkbox"/>	Make the Town of Tecumseh an even better place to live, work and invest through a shared vision for our residents and newcomers.
<input type="checkbox"/>	Ensure that the Town of Tecumseh's current and future growth is built upon the principles of sustainability and strategic decision-making.
<input checked="" type="checkbox"/>	Integrate the principles of health and wellness into all of the Town of Tecumseh's plans and priorities.
<input type="checkbox"/>	Steward the Town's "continuous improvement" approach to municipal service delivery to residents and businesses.
<input type="checkbox"/>	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 Chief Administrative Officer.

Prepared by:

Laura Moy, Dipl. M.M., CMMIII HR Professional
Director Corporate Services & Clerk

Recommended by:

Tony Haddad, MSA, CMO, CPFA
Chief Administrative Officer

Attachment Number	Attachment Name
1	Corporate Services & Clerks Report No. 39/17



THE CORPORATION OF THE TOWN OF TECUMSEH

Corporate Services & Clerk
Report No. 39/17

TO: Policies & Priorities Committee

FROM: Laura Moy, Director Corporate Services & Clerk

DATE OF REPORT: October 23, 2017

DATE TO COUNCIL: November 28, 2017

SUBJECT: Council Post-Retirement Health & Dental Benefits

RECOMMENDATIONS

It is recommended that:

1. Corporate Services & Clerks Report No. 39/17 regarding Council Post-Retirement Health & Dental Benefits, **be received**; and that
2. Based on answers to questions outlined in this report, a Policy on Council Health & Dental Benefits, Life Insurance and Post-Retirement Benefits, **be developed** and presented to Council for consideration.

BACKGROUND

At the July 11, 2017 meeting of the Personnel Committee, the Members were presented with Corporate Services & Clerks Report No. 19/17 regarding Costings for Council Health & Dental Benefits and Life Insurance. The Report followed funding being allocated in the 2017 Budget for Council benefits. It provided a summary of the cost of health and dental benefits for Members of Council, equivalent to those provided to non-union management employees; and reported on findings to provide life insurance coverage to the Members of Council, beyond that provided in the comprehensive policy of insurance with Jardine Lloyd Thompson Canada.

At the meeting, the Members resolved to provide Council \$50,000 Life Insurance and health & dental benefits equivalent to the same benefits provided to non-union management employees of the Town.

Discussion was also held, at the meeting, on providing post-retirement benefits (PRB) to Members of Council. It was noted that non-union management employees hired before January 2007 are eligible to receive PRBs and that the City of Windsor offers some of its former Council Members post-retirement benefits, provided they meet certain criteria.

This report will summarize the status of the health and dental benefits, and life insurance, as directed by Council to date. In addition it will review the retiree benefits provided to non-union management employees of the Town, as well as the City of Windsor's retirement benefits for Members of its Council.

COMMENTS

Health and Dental Benefits

The health care and dental benefits with Green Shield for Members of Council are set out in [Appendix A](#). These benefits are in keeping with the same benefits provided for non-union management employees.

To date, four (4) members have enrolled and two (2) members have given waivers as they have coverage either through their regular full-time employment and/or spousal coverage.

The **total annual cost** to provide these health and dental benefits to all Members of Council is approximately \$27,300, [based on two (2) single and five (5) family coverages].

Life Insurance

As previously reported, the current life insurance provided to non-union management employees is two times their annual salary to age 65. Desjardins Financial Services (DFS) has advised the same coverage is not available under the current policy to Members of Council as they are not regular full-time employees.

However, flat life benefits of up to \$50,000 were offered by Desjardins for Council Members. No life waiver of premium benefit is included and the benefit amounts reduce by 50% at age 65 and terminate at age 70. Council resolved to provide the maximum benefit offered of \$50,000.

The total annual premium to provide \$50,000 life insurance to all Members of Council is \$1,224.60.

All Members of Council have been enrolled in the life insurance benefit.

The foregoing life insurance is provided in addition to the comprehensive policy of insurance with Jardine Lloyd Thompson Canada. Included in this policy is a Council Accident Policy which provides 24-hour coverage to the Members of Council in the amount of \$200,000 for accidental death, dismemberment, paralysis, disability, paramedical and dental expense [VFP 9112265]. Further policies provide Out of Province Medical coverage [VFP 9116080] and Recovery Assistance [JLT01002] to the Members of Council. Enrolment in these policies and coverage thereunder is subject, in all respects, to the terms and provisions of the plans/policies.

The above costs for both the health & dental benefits and life insurance will vary from year to year as premiums may change upon annual renewals.

Post Retirement/Council Term

Green Shield has an option to convert group coverage to individual coverage when a person is leaving a company group plan. If Council has a plan with the Town, they would be entitled to convert under *Green Shield's Prism Continuum Program* within 60 days of losing their Green Shield coverage. The cost estimate/range is hard to predict, as this Program offers three different plans to choose from and the cost ranges between the plans.

This option would also be available if a Member of Council has Green Shield coverage through their regular employment to convert their coverage [through their work plan] to an individual policy, once the work plan terminates.

In addition to the foregoing, a further report and policy has been requested on providing health, dental and life benefits, as well as offering PRBs to Members of Council, similar in nature to those offered to non-union management employees hired before January 9, 2007 and to that offered by the City of Windsor to its former members. In this regard, the following information is given.

Non-union management employees of the Town are provided PRBs, under the following conditions. The employee was:

1. hired by the Corporation prior to January 9, 2007,
2. has attained age 55, and
3. has retired from employment with the Corporation and is entitled to a pension pursuant to the Ontario Municipal Employees' Retirement System, on the date of retirement (Eligible Retiree).

The premiums payable by the Corporation with respect to the following are offered to the eligible retiring non-union management employees:

- a) Group Life Insurance - \$5,000*
- b) Prescription Drug Plan
- c) Dental
- d) Vision
- e) Extended Health Services
- f) Semi Private Coverage
- g) Out-of-Province

* The Corporation ceases to pay the premium payable with respect to the \$5,000 Group Life Insurance benefit in the month in which the retired employee attains age 65.

The City of Windsor provided post-retirement medical benefits to Members of its Council in accordance with the City's existing criteria for staff retiree benefits, provided that the Member of Council has served a minimum of four terms. Where the Council Member has served a minimum of four terms in office, but does not meet the required retiree eligibility for retiree benefits, that Member is afforded the opportunity to purchase the retiree medical benefits at one half of the prevailing rates as may be adjusted from time to time.

In 2009, the City changed its requirements as they relate to Council benefits and approved limiting the PRBs for Members of its Council newly elected after April 17, 2009 to age 65, providing the Member of Council serves a minimum of four (4) terms. This is at the municipality's expense.

For discussion:

Members of Council at the July 2017 Personnel Meeting talked about providing PRBs, equivalent to the benefits provided to Eligible Retirees of the Town, provided the Member of Council was elected prior to January 2007 and has served a minimum of four (4) consecutive terms on Council.

In order to draft the Council Benefit Policy, in relation to PRBs, direction from Council is required on the following:

- Who is eligible for PRBs?
- Having served four (4) consecutive terms effective which date?
- Are benefits limited to age 65, or provided for life?
- Are benefits to be equivalent to non-union retiree benefits, or current non-union employee benefits?
- Is the Town responsible for the full cost of PRBs?

Based on the response to the above questions, a further budget allocation may be required commencing 2018.

CONSULTATIONS

Director Financial Services & Treasurer
 Buffet Taylor
 Desjardins Financial Services
 Green Shield Canada
 City of Windsor

FINANCIAL IMPLICATIONS

An allocation of \$20,000 was included in the 2017 Council Budget to cover the health care and life benefits for Members of Council. The actual annual cost for benefits approved, assuming all Members choose to participate, amounts to \$27,300 with the projected increase for 2018 being in the neighbourhood of \$29,500. Although not all Members have elected to join, we do need to consider the full potential impact.

We have had actuarial estimates completed to assist in determining the financial impact of providing PRBs for life to Members of Council. The estimates were based on assumptions similar to those used for calculating actuarial estimates for administration:

- Discount rate at December 31, 2016 4.2%
- Retirement age 59, 65, 70 (59 used for management)
- Premium rates 2016 base year
- # of Council Members 7

Results of the evaluation are:

	Retirement Age		
	59	65	70
Prior Service Cost (PSC) - one time charge	\$467,600	\$419,100	\$341,100
Current Service Cost (CSC)	\$40,500	\$33,400	\$27,500
Ongoing Expense Increase	\$59,400	\$50,300	\$41,300

The PSC is a one-time charge which represents the immediate obligation the Town would incur if PRBs are approved for Council. PSC is the cost of benefit improvements attributable to plan participants' prior service pursuant to a plan amendment or a plan initiation that provides benefits in exchange for plan participants' prior service. This amount ranges from \$341K up to \$468K depending on what retirement age you use.

The CSC is the increase in the present value of a defined benefit obligation resulting from employee service in the current period. Interest cost is the increase during a period in the present value of a defined benefit obligation which arises because the benefits are one period closer to settlement.

To fully fund PRBs for Council, based on a retirement age of 65, would require a one-time allocation of \$419,100 plus an annual ongoing allocation of \$50,300 over the \$27,300 allocation currently approved.

These calculations are based on existing Members of Council and their years of service. If there are restrictions placed on which Members are eligible for receiving the benefit, such as years of service, being on Council prior to a certain date etc., then the obligations would be reduced. It is of note that the obligation per Council Member is not as easy as dividing the above table by seven as the liability is significantly higher for the more senior Members of Council.

In order to limit the Town's liability, PRBs were discontinued for regular full-time non-union employees hired after January 9, 2007 and for regular full-time union employees hired after March 30, 2010.

At December 31, 2016, the PSC is \$8,100,000, CSC is \$570,051 and annual expense is \$341,400 for current employees eligible for PRBs. The Post Retirement Benefit Reserve balance is \$1,685,000.

Administration recommends that any Council Post-Retirement Health and Dental Benefits approved be fully funded through an increase in the tax levy. This recognizes the true cost to implement PRBs and funding should be provided congruent with the decision being made.

LINK TO STRATEGIC PRIORITIES

No.	2017-18 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:

Reviewed by:

Laura Moy, Dipl. M.M, CMM III HR Professional
Director Corporate Services & Clerk

Luc Gagnon, CPA, CA, B.Math
Director Financial Services & Treasurer


Recommended by:

Tony Haddad, MSA, CMO, CPFA
Chief Administrative Officer

Attachment(s): 1. Summary of Council Health and Dental Benefits

LM

Appendix 1

 <div>Green Shield Benefits Summary Members of Council</div>		
Line of Business	Plan Details	Division 229, Active Non-Union Employees
Drug	Co-pay	\$2.00 per prescription
	Formulary Type	Conditional effective February 1, 2003
	Generic Substitution	No
	Allow ODB deduct/copays	Yes
	Maximum	N/A
	RX By law	Yes
	Limited Access/Over the Counter	Yes
EHS	Co-payment, Deductible, Maximum	N/A
	Aids for Daily Living (i.e. beds)	Yes
	Braces	Yes
	Footwear	Yes
	Incontinence/Ostomy supplies	Yes
	Oxygen & related supplies	Yes
	Mobility Aids (i.e. wheelchairs)	Yes
	Prosthetic Appliances	Yes
	Respiratory/Cardiology	Yes
	Vascular Compression	Yes
	Eye Exams	\$85 per 24 months
	Retinal Eye Exams	Yes
	Ambulance	\$100 per trip
	Dental Accident	Yes
	In Home Nursing	\$10,000 per calendar year based on the date of the first paid claim. The maximum number of hours per shift is 8 hours.
	Chiropractor	\$500 per calendar year, co-payment of \$10 per visit for the first 15 visits per calendar year.
	Chiropodist/Podiatrist	\$400 per calendar year
	Massage	\$500 per calendar year
	Osteopath	\$400 per calendar year
	Physiotherapist	Reimbursement for all visits is based on the usual and customary per visit amount.
	Psychologist	\$35 for the initial visit, \$20 per hour for each subsequent visit, to max of \$200 per calendar year.
	Speech Therapist	\$200 per calendar year
	Accommodation – Semi & Private	Semi – unlimited Private - \$1,000 per lifetime
	Vision	\$400 per 24 consecutive months based on first paid claim.
	Prostate Exam	Yes
	Travel	90 days per trip, \$1,000,000 per calendar year
Dental	Fee Guide	Current ODA
	Annual Max	N/A
	Major Max	\$2,000 per calendar year
	Basic Co-insurance	100% coverage for all eligible services
	Recall frequency	Every 9 months
	Complete Exams & Full Month X-rays	Every 3 years
	Comprehensive Basic (endo & perio)	Yes
	Denture repairs, adj., relines, etc.	Yes, relines are subject to once every 3 years
	Major Services (crown, bridge, denture)	50%, \$3,000 per calendar year
	Orthodontics	50%, \$4,000 per lifetime for dependent children 18 years of age and under only.
	Sealants	Yes

Revised: May 13, 2017



The Corporation of the Town of Tecumseh

Corporate Services & Clerk

To: Policies and Priorities Committee

From: Laura Moy, Director Corporate Services & Clerk

Date to Council: August 14, 2018

Report Number: CS-2018-29

Subject: Noise By-law Amendment

Recommendations

It is recommended:

That By-law No. 2002-07 respecting the emission of sounds (Noise By-law) **be amended** by repealing and replacing Paragraph 6 (a) and Paragraph 7 with the following paragraphs:

6. Grant of Exemptions

(a) Application to Council

Notwithstanding anything contained in this by-law, any person may make application to:

- i) Council to be granted an exemption from any of the provisions of this by-law with respect to any source of sound or vibration for which he/she might be prosecuted and Council, by resolution, may refuse to grant any exception or may grant the exemption applied for or any exemption of lesser effect and any exemption granted shall specify the time period, not in excess of six (6) months, during which it is effective and may contain such terms and conditions as Council sees fit.
- ii) The Director Parks & Recreation for special events held in compliance with the Outdoor Special Events Policy No. 85, which do not offer the sale and/or consumption of alcohol and are scheduled within the hours of 8:00 am to 11:00 pm.

7. Exemption of Traditional, Festive or Religious Activities

Notwithstanding any other provisions of this by-law, this by-law does not apply to a person who emits or causes or permits the emission of sound or vibration in connection with any of the hereinafter listed traditional, festive, religious and other activities, namely:

- (a) Corn Festival
- (b) Christmas in Tecumseh and Santa Parade
- (c) Canada Day
- (d) Any community event organized by the Town of Tecumseh, and
- (e) Ringing of Church bells or chimes.

And that amending by-law **be presented** to Council at the next Regular Meeting of Council to effect the amendments;

And that Report No. CS-2018-29 regarding Noise By-law Amendments, **be received**.

Background

At the March 27, 2018, Regular Council Meeting the Members inquired about delegating authority to administration to authorize waiving of the Noise By-law in relation to annual events that do not serve alcohol. It is noted in the minutes of the meeting that Council would continue to decide on requests to waive fees and exemptions from sign regulations for these events.

Administration was directed to review the proposal and report to the members.

Comments

Noise By-law regulates the emissions of sounds in the Town. Table 4-1 of the Noise By-law specifically restricts “at all times” and in all Residential, Agricultural and Commercial Areas:

The sound from or created by any radio, phonograph, tape player, television, public address system, sound equipment, loud speaker, or any musical or sound producing instrument of whatever kind when the same is played or operated in such a manner or with such volume as to disturb the peace, quiet, comfort or repose of any individual in any office, dwelling house, apartment, hotel, hospital, or any other type of residence.

Section 6 of the Noise By-law permits any person to make application to Council for an exemption. Council has requested that consideration be given to permitting administration to approve exemption requests in relation to annual events that do not serve alcohol.

It is recommended that Section 6 be amended by adding a new subparagraph that would allow the Director Parks & Recreation to grant exemptions for special events held in compliance with

the Outdoor Special Events Policy No. 85, which do not offer the sale and/or consumption of alcohol and are scheduled within the hours of 8:00 am to 11:00 pm.

It is further recommended that the following events be added to Paragraph 7, which specifically already exempts Traditional, Festive or Religious Activities:

- Christmas in Tecumseh and Santa Parade
- Canada Day, and
- Any community event organized by the Town of Tecumseh

Consultations

Parks & Recreation Services

Financial Implications

There are no financial implications.

Link to Strategic Priorities

Applicable	2017-18 Strategic Priorities
<input type="checkbox"/>	Make the Town of Tecumseh an even better place to live, work and invest through a shared vision for our residents and newcomers.
<input type="checkbox"/>	Ensure that the Town of Tecumseh's current and future growth is built upon the principles of sustainability and strategic decision-making.
<input type="checkbox"/>	Integrate the principles of health and wellness into all of the Town of Tecumseh's plans and priorities.
<input checked="" type="checkbox"/>	Steward the Town's "continuous improvement" approach to municipal service delivery to residents and businesses.
<input type="checkbox"/>	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 Chief Administrative Officer.

Prepared by:

Laura Moy, Dipl. M.M., CMMIII HR Professional
Director Corporate Services & Clerk

Recommended by:

Tony Haddad, MSA, CMO, CPFA
Chief Administrative Officer

Attachment Number	Attachment Name
None	None