



THIS MEETING WILL BE WEBCAST ON THE [CITY'S PUBLIC YOUTUBE SITE](#) (CITYWATERLOO) AND MAY BE TELECAST ON PUBLIC TELEVISION



## **COUNCIL MEETING AGENDA – **REVISED****

Monday, November 17, 2025

Closed Meeting: 2:00 PM

Public Meeting: 6:30 PM

Councillor Freeman in the Chair

**1. DISCLOSURE OF PECUNIARY INTEREST AND THE GENERAL NATURE THEREOF**

**2. CLOSED MEETING**

**Recommendation:**

That Council hold a closed meeting for the purposes of considering the following subject matter:

- a) personal matters about an identifiable individual, including municipal or local board employees (Labour Budget Impact); and
- b) labour relations or employee negotiations (Labour Budget Impact); and
- c) educating or training the members and discussion will not deal with any matter in a way that materially advances the business or decision-making of the council, local board or committee (READI training).

## **COUNCIL MEETING WILL RECESS AND RECONVENE AT 6:30 PM**

**3. TERRITORIAL ACKNOWLEDGEMENT**

Please note that all items noted in this agenda are listed in full in the corresponding packet on the City of Waterloo's website.

**4. MOMENT OF REFLECTION**

**5. DISCLOSURE OF PECUNIARY INTEREST AND THE GENERAL NATURE THEREOF**

**6. APPROVAL OF MINUTES**

That the previous meeting minutes be approved.

**a) October 15, 2025 – Special Council Meeting**

**Recommendation:**

That the minutes of the Special Council meeting held on October 15, 2025 be approved as printed.

**7. CONSENT MOTION**

That consent motion items (a) through (f) be approved.

**a) Title: 2025 Audit Committee Elected Officials  
Remuneration Report**

Report No.: CORP2025-009

Prepared By: Michael Burzynski

**Recommendation:**

1. That report CORP2025-009 be approved by Council.
2. That Council approves the following recommendations of the Audit Committee report #: CTTEE2025-005 attached as Appendix A:
  - a. That the Market Comparator group include only lower tier municipalities with equivalent part-time Councillor positions which would result in an increase to the Mayor's annual salary to \$132,538 (from \$116,831), and the Councillor's annual part-time salary to \$58,463 (from \$44,257).
  - b. That the annual cost of living policy be amended to be the same as the annual increases as outlined in the current Staff Association (SA) Agreement.
  - c. That Council initiate the intent to join OMERS for members of Council.

Please note that all items noted in this agenda are listed in full in the corresponding packet on the City of Waterloo's website.

- d. That the city leased vehicle car allowance option for the Mayor that includes city coverage for maintenance, minor repairs and insurance include a mileage reimbursement to be set at 40% of the staff mileage rate.
    - e. That the parking permit policy for the Mayor be aligned with the SA agreement effective January 1st, 2027.
  3. That staff be directed to update *Corporate Policy G-002 Council Remuneration and Expense Policy* to reflect the approved changes.
  4. That recommendations 2a) – 2d) be effective for the next term of Council, November 15th, 2026.
- b) **Title: 2026 Interim Tax Levy**  
Report No.: CORP2025-040  
Prepared By: Mary Zubert  
  
**Recommendation:**
  1. That Council approves staff report CORP2025-040.
  2. That Council approves the 2026 Interim Tax Levy By-law, attached as Appendix “A”.
- c) **Title: Martin Farmstead Lease Agreement**  
Report No.: COM2025-026  
Prepared By: Liz Badley  
  
**Recommendation:**
  1. That Council approve report COM2025-026.
  2. That Council approve the Lease with Cleon Martin, Wayne Martin and Vera Martin at 680 Woolwich St N, Waterloo.
  3. That the Mayor and Clerk be authorized to sign the Lease and any other necessary documents, subject to the satisfaction of the City Solicitor.
- d) **Title: RIM Park- Waterloo Sports Medicine Centre Lease**  
Report No.: COM2025-024  
Prepared By: Liz Badley

Please note that all items noted in this agenda are listed in full in the corresponding packet on the City of Waterloo’s website.

**Recommendation:**

1. That Council approve report COM2025-024.
2. That Council approve the Lease with Clermont CPPG Physiotherapy Professional Corporation operating as Waterloo Sports Medicine Centre at RIM Park 2001 University Ave E, Waterloo.
3. That the Mayor and Clerk be authorized to sign the Lease and any other necessary documents, subject to the satisfaction of the City Solicitor.

**e) Title: Fire Safety Boxes Bylaw 2024-067  
Amendment**

Report No.: COM2025-025  
Prepared By: Sandy van Solm

**Recommendation:**

1. That Council approve report COM2025-025.
2. That Council approve the amendment of the Fire Safety Box By-Law 2024-067.

**f) Title: Grant Policy Update (FC-004)**

Report No.: CORP2025-036  
Prepared By: Gracjan Oleksinski

**Recommendation:**

1. That Council approve report CORP2025-036.
2. That Council approves all the recommended changes outlined in Table 1 – Grant Policy Changes
3. That Council approves the amended Grants Policy as attached in Appendix A.

**8. ITEMS REMOVED FROM THE CONSENT MOTION**

**9. STAFF REPORTS**

Please note that all items noted in this agenda are listed in full in the corresponding packet on the City of Waterloo's website.

**a) Title: Release of Funds and Information  
Update on the Design and Public  
Engagement of Margaret Ave Park**

Report No.: COM2025-027

Prepared By: Hala Al Amine

**Presentation:** David Duhan, Associate, SHIFT Landscape Architecture

**Recommendation:**

1. That Council approve report COM2025-027.
2. That Council approve the release of the 2025 non-routine capital funding for Bridgeport & Margaret Park (ref# 281) in the amount \$1,593,000 from the 2024-2026 Approved Capital Budget.

**b) Title: Release of Funds and Information  
Update on the Design and Public  
Engagement of St Moritz Park**

Report No.: COM2025-028

Prepared By: Hala Al Amine

**Presentation:** David Duhan, Associate, SHIFT Landscape Architecture

**Recommendation:**

1. That Council approve report COM2025-028.
2. That Council approve the release of the 2025 non-routine capital funding for St Moritz Community Park (ref# 303) in the amount \$1,682,000 from the 2024-2026 approved capital budget.
3. That council approve the release of the 2025 non-routine capital funding for Spray Pad-Cooling Area project (ref# 302) in the amount \$924,000 from the 2024-2026 approved capital budget and approve the administrative transfer to the St Moritz Community Park project 240027.

**c) Title: Development Charge By-law  
Update – Progress Report #2**

Report No.: CORP2025-028

Prepared By: Michael Pugliese

**Presentation:** Stefan Krzeczunowicz, Hemson Consulting Ltd.

**Delegation:**

Please note that all items noted in this agenda are listed in full in the corresponding packet on the City of Waterloo's website.

1. Jason Van Amelsvoort, Director, Cornerstone Association of REALTORS

**Recommendations:**

1. That report CORP2025-028 be approved.
2. That Council direct staff to proceed with finalizing the Development Charge background study as part of the process required to update the City's Development Charge by-law, pursuant to section 10 of the Development Charges Act, on the basis of the revised growth-related capital program attached as Appendix A.
3. That Council approve adding one (1) additional month of review time to the project schedule (Table 3) at the request of the Waterloo Region Home Builders' Association, as referenced in Appendix D.

- d) Title: Affordable Rental Housing Grant Program:  
Recipients of Second Call for Applications**  
Report No.: IPPW2025-058  
Prepared By: Tanja Curic

**Presentation:** Tanja Curic

**Recommendations:**

1. That report IPPW2025-058 be received for information.

- e) Title: Funding Release for Phase 1  
Construction for the Implementation  
of Fire Master Plan Recommendations**  
Report No.: COM2025-029  
Prepared By: Michael Kuebler

**Recommendation:**

1. That Council approve report COM2025-029.
2. That Council approve the partial release of 2025 non-routine funding in the amount of \$3,080,000 from the approved 2024-2026 Capital Budget (Ref#250), to be funded from the Development Charges Reserve Fund and that the funds be released to the Fire Rescue Expansion project 230022 for Phase 1 Construction activities.

Please note that all items noted in this agenda are listed in full in the corresponding packet on the City of Waterloo's website.

3. That Council approve a funding transfer to the Fire Rescue Expansion Project230022 totalling \$141,000 from the Fire Storage Building Expansion Project202027 for Phase 1 Construction activities.
4. That Council direct staff to initiate the Request for Tender process to seek qualified Contractors for Fire Station 1 Expansion for PPE Decontamination and growth-related construction and Fire Station 2 Suppression Side interior growth-related construction and site development improvements as per Fire Master Plan recommendations.

## 10. PUBLIC MEETINGS

### Formal Public Meeting

**a) Title: General Parking-related Amendments**  
 Report No.: IPPW2025-064  
 Prepared By: Janine Fletcher  
 Ward No.: City-wide

**Presentation:** Janine Fletcher

#### **Recommendations:**

1. That Council approve report IPPW2025-064.
2. That Council approve Zoning By-Law Amendment Z-25-09, General Parking-related Amendments to Zoning By-Law 2018-050, as set out in Appendix 'A' to IPPW2025-064.

## 11. CONSIDERATION OF NOTICE OF MOTION GIVEN AT PREVIOUS MEETING

None

## 12. NOTICE OF MOTION

**Mayor Dorothy McCabe – Explore the feasibility of building a High Performance Aquatics facility with a 50 metre competition ready pool, practice pool, appropriate training amenities and meeting spaces in Waterloo with support from the Government of Canada and the Government of Ontario.**

Motion to be tabled November 17, 2025 for Council consideration November 24, 2025.

Please note that all items noted in this agenda are listed in full in the corresponding packet on the City of Waterloo's website.

**WHEREAS** the City of Waterloo Council is committed to the health and wellness of all of its residents by funding and operating recreation centres, pools, parks, trails and active programming for children, youth and adults of all abilities across the City; and,

**WHEREAS** thousands of residents participate in learn-to-swim, recreational and competitive swimming programs, and current programs are regularly at or near capacity; and,

**WHEREAS** the 50 metre pool at Wilfrid Laurier University - the only 50 metre pool in Waterloo Region - is nearing the end of its life and non-student users make up 65% of the total hours booked; and,

**WHEREAS** the City of Waterloo's Indoor Community Space Strategy's recommendations include that Council and staff prioritize "the construction or facilitate the access to a new indoor pool"; and,

**WHEREAS** the City of Waterloo's Recreation Services Division regularly works in partnership with local swim clubs, the University of Waterloo, Wilfrid Laurier and Conestoga College's Recreation and Athletics Directors and other recreation partners and affiliates; and,

**WHEREAS** building a new or renovating an existing aquatic facility would enhance access to recreational programming as well as provide improved opportunities for training elite swimmers in the City of Waterloo and in neighbouring communities within the Region of Waterloo; and,

**WHEREAS** population and housing growth in the City and Region continues to grow towards 1 million people by 2050 and the City must continue to explore the need for new or renovated recreation facilities to ensure adequate capacity to serve our current and future population; and,

**WHEREAS** a new high performance aquatic centre with a 50 metre competition ready pool, practice pool, training spaces and meeting rooms would significantly increase the capacity and availability of learn-to-swim, competitive and elite level programming for city and regional residents and post-secondary students while also increasing the opportunities for sport hosting tourism for Explore Waterloo Region and local municipalities which will generate a positive economic impact; and,

**WHEREAS** the City of Waterloo is already planning for and needs a new, multi-use recreation facility in the west side of the city; and,

**WHEREAS** an Aquatics Feasibility Study was completed by Explore Waterloo Region in 2023 and the information remains relevant; and,

Please note that all items noted in this agenda are listed in full in the corresponding packet on the City of Waterloo's website.



**WHEREAS** provincial sport organizations and local municipalities need financial support from federal and provincial governments to build regionally significant sport facilities; and,

**WHEREAS** Ontario's swimming infrastructure across the province is not keeping up with population growth and the only 50 metre pool in Waterloo and Waterloo Region is nearing its end of life; and,

**WHEREAS** Swim Ontario, the provincial governing body is very interested in the development of a high performance aquatics facility with a 50 metre competition ready pool, practice pool, training spaces and meeting rooms in Waterloo or Waterloo Region; and,

**WHEREAS** the City's participation in this vision will be contingent upon confirmed financial commitments from the Federal and/or Provincial governments and other like-minded institutional partners to ensure the project is financially sustainable and regionally supported; and,

**WHEREAS** the federal and provincial governments have previously provided funding opportunities for municipalities to build and operate such facilities.

**THEREFORE, BE IT RESOLVED:**

**THAT** any potential, future indoor aquatic centre being considered in the City of Waterloo be updated to include the capital and operating costs of the development of a high performance aquatic centre with a 50 metre competition ready pool, practice pool, training spaces and meeting rooms that includes appropriate spectator seating; and,

**THAT** the City of Waterloo Mayor write to the federal Minister of Housing, Infrastructure and Communities, the Secretary of State for Sport, the Ontario Minister of Infrastructure and the Minister of Sport indicating that the City of Waterloo is interested in discussing potential federal and provincial funding opportunities to build regionally significant sports infrastructure, including a high performance aquatic centre with a 50 metre competition ready pool, practice pool, training spaces and meeting rooms with spectator seating to allow local and regional athletes to train and compete locally; and,

**THAT** the federal and provincial governments create and maintain a robust funding stream to significantly contribute to the cost of the infrastructure and operations of regionally significant sport infrastructure; and,

Please note that all items noted in this agenda are listed in full in the corresponding packet on the City of Waterloo's website.

**THAT** when exploring options for new recreational facilities on the west side of Waterloo, staff consider developing a high performance aquatic centre with a 50 metre competition ready pool, practice pool, training spaces and meeting rooms and appropriate spectator seating incorporating best practices in environmental sustainability, energy efficiency and AODA accessibility best practices in the design; and,

**THAT** the City of Waterloo continue to work with all local and regional sport organizations, all local municipalities in Waterloo Region including the Region of Waterloo to address the need for regionally significant sport infrastructure;

**AND FURTHER THAT** a copy of this motion be forwarded to the Right Honourable Mark Carney, Prime Minister of Canada; the Honourable Gregor Robertson, Federal Minister of Housing and Infrastructure; The Honourable Adam van Koeverden, Secretary of State (Sport); The Honourable Doug Ford, Premier of Ontario; The Honourable Neil Lumsden, Provincial Minister of Sport; The Honourable Kinga Surma, Provincial Minister of Infrastructure; to local and area MPPs; the Association of Municipalities of Ontario (AMO); the Ontario Big City Mayors (OBCM); the Association of Municipal Managers, Clerks and Treasurers of Ontario (AMCTO); the Federation of Canadian Municipalities (FCM); and to the Region of Waterloo and local area municipalities.

**13. COMMUNICATIONS AND CORRESPONDENCE**

None

**14. UNFINISHED BUSINESS**

None

**15. QUESTIONS**

**16. NEW BUSINESS**

**17. ENACTMENT OF BY-LAWS**

**Recommendation:**

That the By-laws listed below be read a first, second and third time and finally passed, numbered sequentially commencing with By-law Number 2025-073 and that the Mayor and Clerk be authorized to sign them accordingly.

Please note that all items noted in this agenda are listed in full in the corresponding packet on the City of Waterloo's website.

- a) By-law to Amend City of Waterloo By-law #2024-067 (COM2025-025, Council November 17, 2025)
- b) By-law to Clarify the Position Title of the Deputy Commissioner of the City of Waterloo
- c) By-law to Amend By-law 2021-065, Being a By-law to Update the CMT Titles and Update the Deputy CAO Delegation
- d) By-law to Provide for the 2026 Interim Tax Levy and for the Payment of 2026 Interim Property Taxes (CORP2025-040, Council November 17, 2025)
- e) By-law to Amend the City of Waterloo Official Plan, 400 Millennium Blvd (OPA 53, IPPW2025-061, Council October 27, 2025, Activa Holdings Inc.)
- f) By-law to Amend By-law No. 2018-050, being a Zoning By-law Controlling Land Use Development within the City of Waterloo, 400 Millennium Blvd (Zoning By-law Amendment Z-24-04, IPPW2025-061, Council October 27, 2025, Activa Holdings Inc.)
- g) By-law to amend By-law No. 2018-050, being a Zoning By-law controlling land use development within the City of Waterloo, Parking-related General Amendments (IPPW2025-064, Council November 17, 2025)
- h) By-law to confirm all actions and proceedings of Council, November 17, 2025

## **18. ADJOURNMENT**

Please note that all items noted in this agenda are listed in full in the corresponding packet on the City of Waterloo's website.