



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



COUNCIL MEETING AGENDA

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**
4. **MOMENT OF REFLECTION**

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

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 (e) 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.

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- 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

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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.

8. ITEMS REMOVED FROM THE CONSENT MOTION

9. STAFF REPORTS

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.

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- 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.

REPORT TO FOLLOW

- d) Title: Affordable Rental Housing Grant Program:
Recipients of Second Call for Applications**

Report No.: IPPW2025-058

Prepared By: Tanja Curic

Presentation: Tanja Curic

REPORT TO FOLLOW

- e) Title: Funding Release for Phase 1
Construction for the Implementation
of Fire Master Plan Recommendations**

Report No.: COM2025-029

Prepared By: Michael Kuebler

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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.
3. That Council approve a funding transfer to the Fire Rescue Expansion Project 230022 totalling \$141,000 from the Fire Storage Building Expansion Project 202027 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

REPORT TO FOLLOW

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

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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.

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

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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

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

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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

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

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:

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That the By-laws listed below be read a first, second and third time and finally passed, numbered sequentially commencing with By-law Number 2025-071 and that the Mayor and Clerk be authorized to sign them accordingly.

- 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 confirm all actions and proceedings of Council, November 17, 2025

18. ADJOURNMENT

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