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# **COUNCIL MEETING**

Monday, June 13, 2022  
**10:00 AM**

## **AGENDA**

Councillor Bonoguore in the Chair

- 1. ROLL CALL**
- 2. DISCLOSURE OF PECUNIARY INTEREST AND THE GENERAL NATURE THEREOF**
- 3. CLOSED MEETING**

**Recommendation:**

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

- a) a proposed or pending acquisition or disposition of land by the municipality or local board (potential acquisition of land); and
- b) advice that is subject to solicitor-client privilege, including communications necessary for that purpose (potential acquisition of land); and

- c) a matter in respect of which a council, board, committee or other body may hold a closed meeting under another Act; (MFIPPA s. 10 (Third Party) and s. 11 (Economic Interests)) (potential acquisition of land); and
- d) a position plan, procedure, criteria or instruction to be applied to any negotiations carried on or to be carried on by or on behalf of the municipality or local board (potential acquisition of land).

## **COUNCIL MEETING WILL RECESS AND RECONVENE AT 2:00 PM**

- 4. ROLL CALL**
- 5. TERRITORIAL ACKNOWLEDGEMENT**
- 6. MOMENT OF REFLECTION**
- 7. DISCLOSURE OF PECUNIARY INTEREST AND THE GENERAL NATURE THEREOF**
- 8. APPROVAL OF MINUTES**

That the previous meeting minutes be approved.

- a) **May 16, 2022 – Council Meeting**

**Page 8**

### **Recommendation:**

That the minutes of the Council meeting held on May 16, 2022 be approved as printed.

- 9. DELEGATIONS**
  - a) **Traffic and Safety Concerns on Alexandra Avenue**  
David Gosset, Resident of Waterloo

- 10. CONSENT MOTION**

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

- a) **Title:** **2022 First Quarter Health and Safety Report** **Page 22**  
**Report No.:** CORP2022-029  
**Prepared By:** Lisa Dunlop

**Recommendation:**

1. That Council receives this report for information.

- b) **Title:** **H-003 Workplace Violence Policy and Program** **Page 27**  
**Report No.:** CORP2022-030  
**Prepared By:** Lisa Dunlop

**Recommendation:**

1. That Council approves the attached H-003 Workplace Violence Policy and Program.

- c) **Title:** **H-010 Health and Safety Policy Statement** **Page 53**  
**Report No.:** CORP2022-031  
**Prepared By:** Lisa Dunlop

**Recommendation:**

1. That Council approves the attached H-010 Health and Safety Policy Statement and authorizes the Mayor and Chief Administrative Officer to sign the policy.

- d) **Title:** **Parks By-law Amendments** **Page 59**  
**Report No.:** COM2022-020  
**Prepared By:** Rhonda-Lee Fetterly

**Recommendation:**

1. That Council approve report COM2022-020.
2. That Council amend By-law 2014-077 to include amendments relevant to the prohibitions and uses in Parks.

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

**12. STAFF REPORTS**

- a) **Title:** **Speed Management on Residential Streets** **Page 64**  
**Report No.:** IPPW2022-017  
**Prepared By:** Jenny Setterfield

**Presentation:** Jenny Setterfield

**Recommendation:**

1. That Council approve staff report IPPW2022-017;
2. That Council approve the implementation of a uniform speed of 40 km/h on all Class 4 (collector) and 5 (local) residential streets and 30 km/h in all school zones as per Option A contained in this report;
3. That Council approve the phased implementation plan over 4 years (2022-2025); and,
4. That Council receive the information for additional funding that will be requested as part of the 2023 capital budget process.

- b) **Title:** **Award of Tender RFT22-09 PB-72** **Page 85**  
**Replacement Old Lexington Road (Culvert and Watermain Replacement)**  
**Report No.:** IPPW2022-038  
**Prepared By:** Jessica Brown

**Recommendation:**

1. That IPPW2022-038 be approved.
2. That 2023 capital funding in the amount of \$874,000 from ref. #544 be advanced to 2022 and approved for release.
3. That Council authorizes the reallocation and transfer of \$1,149,000 in capital funding to project #202072 from various capital projects, as detailed in Table 2 of this report.
4. That Council approves the award of RFT22-09 PB-72 Replacement Old Lexington Road (Culvert and Watermain Replacement) to Greenspace Construction Inc. for the submitted price of \$1,985,005.69 plus unrecoverable HST in the amount of \$34,936.10 for a total award value of \$2,019,941.79.
5. That the Mayor and Clerk be authorized to sign the Agreement between The Corporation of the City of Waterloo and Greenspace

Construction Inc., and any other documents related to this project, subject to the satisfaction of the City Solicitor.

c)     **Title:**                 **Alexandra Park - Award of RFT 22-11**                                 **Page 91**  
                                      **Landscape Work**

Report No.:     COM2022-021  
Prepared By:    Kelly Harrington

**Recommendation:**

1.     That Council approve report COM2022-021.
2.     That Council approve additional funding for the Alexandra Park Expansion project in the amount of \$700,000, funded \$500,000 from the Parkland Dedication Reserve Fund and \$200,000 from the Tax Rate Stabilization Reserve Fund.
3.     That Council approve the award of RFT 22-11 Landscape Works for Alexandra Park to 39 Seven Inc. for the submitted price of \$1,364,264.94 plus unrecoverable HST in the amount of \$24,011.06 for a total award value of \$1,388,276.00.
4.     That the Mayor and Clerk be authorized to sign the agreement between the Corporation of the City of Waterloo and 39 Seven Inc, and any other documents related to this project, subject to the satisfaction of the City's Solicitor.

d)     **Title:**                 **Affordable Rental Housing Grant Program**                                 **Page 99**  
Report No.:     IPPW2022-022  
Prepared By:    Tanja Curic

**Recommendation:**

1.     That Council approve the Affordable Rental Housing Grant Program, being Attachment 1 to IPPW2022-022.
2.     That Council direct staff to create the implementation materials for the program.
3.     That Council delegate to the Chief Administrative Officer the authority to issue grants under the Affordable Rental Housing Grant Program in accordance with Attachment 1 to IPPW2022-022.
4.     That Council approve the release of \$200,000 in funding from Council's Community Priority and Contingency Reserve (Affordable Housing program) to the Affordable Rental Housing Grant Program.

Report No.: IPPW2022-015

Prepared By: Adam Lauder & Ric Martins

**Recommendation:**

1. That IPPW2022-015 be approved.
2. That Council request the Region of Waterloo modify its Land Needs Assessment to plan for a greater amount of population growth within the City of Waterloo in the Built-Up Area, and that Designated Greenfield densities be adjusted downward to be more closely aligned with contemporary greenfield developments in the City of Waterloo.
3. That Council requests that the Region of Waterloo increase the amount of employment jobs allocated to the City of Waterloo, and;
4. That Council further requests that the Region of Waterloo factor-in a broader range of employment types in the final Land Needs Assessment for the City of Waterloo.

**13. CONSIDERATION OF NOTICE OF MOTION GIVEN AT PREVIOUS MEETING**

None

**14. NOTICE OF MOTION**

None

**15. COMMUNICATIONS AND CORRESPONDENCE**

None

**16. UNFINISHED BUSINESS**

None

**17. QUESTIONS**

**18. NEW BUSINESS**

## **19. 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 2022-037 and that the Mayor and Clerk be authorized to sign them accordingly.

- a) By-Law to Amend By-Law Number 2014-077, Being a By-Law to Provide Regulation for Municipal Parks and to Provide a Process for the Authorization of Particular Uses Within Municipal Parks (COM2022-020, Council June 13, 2022).
- b) By-law to amend By-Law No. 2018-050, being a zoning by-law controlling land use in the City of Waterloo. Rezone the lands known municipally as 314, 316 Batavia Pl and 295, 297 Albert St from “(Holding) Residential Northdale 6” ((H)RN-6) to “(Holding) Residential Northdale 6” ((H)RN-6) with site specific provisions. (Zone Change Application Z-20-05, IPPW2022-028, Council May 30, 2022, 2744375 Ontario Ltd).
- c) By-law to amend By-Law No. 2018-050, being a zoning by-law controlling land use in the City of Waterloo. Rezone the lands known municipally as 314, 316 Batavia Pl and 295, 297 Albert St from “(Holding) Residential Northdale 6” ((H)RN-6) to “Residential Northdale 6” (RN-6). (Zone Change Application Z-20-05, IPPW2022-028, Council May 30, 2022, 2744375 Ontario Ltd).
- d) By-Law Establishing (Widening) a Public Highway in the City of Waterloo Known as William Street West (Committee of Adjustment B-22/20, Copper Bay)
- e) By-law to confirm all actions and proceedings of Council, June 13, 2022

## **20. ADJOURNMENT**



**STAFF REPORT**  
**Planning**

Title: Region of Waterloo Official Plan Review: Land Needs Assessment  
Report Number: IPPW2022-015  
Author: Adam Lauder and Ric Martins  
Council Date: June 13, 2022  
File: [File]  
Attachments: Attachment A: Land Needs Assessment forecast details for Waterloo  
Ward No.: City-Wide

**Recommendations:**

1. That IPPW2022-015 be approved.
2. That Council request the Region of Waterloo modify its Land Needs Assessment to plan for a greater amount of population growth within the City of Waterloo in the Built-Up Area, and that Designated Greenfield densities be adjusted downward to be more closely aligned with contemporary greenfield developments in the City of Waterloo.
3. That Council requests that the Region of Waterloo increase the amount of employment jobs allocated to the City of Waterloo, and;
4. That Council further requests that the Region of Waterloo factor-in a broader range of employment types in the final Land Needs Assessment for the City of Waterloo.

**A. Executive Summary**

The Region of Waterloo is undertaking a review of its Regional Official Plan (“ROP”), which is intended to plan for projected growth to the year 2051. A key component of the ROP review is the Land Needs Assessment (the “LNA”), which is a study used to determine the amount of land the region will require to accommodate forecasted employment and population growth to 2051. The growth allocations are generally divided into greenfield and intensification (built-up area), and are implemented locally through the City’s Official Plan, District Plans, and the Zoning By-law.

The LNA includes two components: (i.) “Community Area” growth (residential, housing, commercial, institutional, etc.); and (ii.) “Employment Area” growth (industrial, manufacturing, academic, office, etc.). Taken together, the LNA determines the breakdown of Provincial forecasted population and employment growth targets, allocating a portion of the growth target to each local area municipality.



## 2 Integrated Planning & Public Works

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The Region's draft LNA consists of three growth options. The three growth options vary in the amount of intensification targets and greenfield growth, resulting in different regional outcomes with respect to urban boundary expansion. For Waterloo, under all three growth options, there are no planned urban boundary expansions. The three growth options are as follows:

- Option 1: 50% intensification target and greenfield density target of 50 people and jobs per hectare
- Option 2: 60% intensification target and greenfield density target of 60 people and jobs per hectare
- Option 3 60% intensification target and greenfield density target of 66 people and jobs per hectare

In recent years growth in the City of Waterloo has been primarily driven by intensification and infill development versus greenfield development, in part due to the limited amount of greenfield (suburban) land available in the City. With no new greenfield land being proposed for the City of Waterloo, growth driven by intensification with planned nodes, corridors, and strategic development areas will continue.

In addition to growth options related to residential population growth, the draft LNA proposed two growth options related to employment areas:

- Option 1: 15% intensification and employment area density of 35 jobs per hectare
- Option 2: 25% intensification and employment area density of 35 jobs per hectare

City staff are recommending that Council advise the Region of Waterloo that growth within the city should be in a manner that is consistent with recent trends and our planning framework, being a greater degree of intensification than any of the options currently contemplate, and that additional employment growth be anticipated than is currently factored into the LNA, as discussed in IPPW2022-015.

### **B. Financial Implications**

Planning for growth to 2051 will influence future capital budgets, in particular where to direct spending on transportation, servicing, and stormwater infrastructure.

### **C. Technology Implications**

None.

### **D. Link to Strategic Plan**

(Strategic Objectives: Equity, Inclusion and a Sense of Belonging; Sustainability and the Environment; Safe, Sustainable Transportation; Healthy Community & Resilient Neighbourhoods; Infrastructure Renewal; Economic Growth & Development)

(Guiding Principles: Equity and Inclusion; Sustainability; Fiscal Responsibility; Healthy and Safe Workplace; Effective Engagement; Personal Leadership; Service Excellence)

The Regional Official Plan (ROP) is the Region's primary comprehensive planning document for guiding growth and land use change. The City's Official Plan must conform to the policies and directions of the Regional Official Plan. Numerous components of both

### 3 Integrated Planning & Public Works

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Official Plans generally align with the City's Strategic Plan, including but not limited to: healthy communities and resilient neighbourhoods; safe, sustainable transportation; effective engagement, and sustainability.

#### **E. Previous Reports on this Topic**

None



### **Region of Waterloo Official Plan Review: Land Needs Assessment IPPW2022-015**

#### **1.0 Background**

The Region of Waterloo is undertaking a review of the Regional Official Plan (“ROP”), which will plan for projected growth to the year 2051. The planned growth is significant: a regional population of 923,000 people and 470,000 jobs by 2051. City staff are participating in and monitoring the Regional Official Plan Review (“ROPR”) process through the Area Municipality Working Group (AMWG).

#### **1.1 Regional Official Plan Review Process**

The Region is undertaking the ROPR, which will be implemented through two separate amendments. The first amendment will focus on growth related components of the ROP. Growth related components include:

- Regional Urban Structure
- Intensification Strategy and Major Transit Station Areas
- Employment Strategy and Employment Area Conversion
- Growth Scenarios and Land Needs Assessment

Non-growth related policies of the ROP will be reviewed and updated separately from the growth related components, and will follow the amendment to the ROP to adopt the growth related components above.

The City’s role to date has been to participate in the Area Municipal Working Group, and to review, comment and provide initial input on the technical assessments for various components of the ROP review.

#### **2.0 Regional Land Need Assessment**

A key component of the ROPR is the Land Needs Assessment (the “LNA”) which is a study used to determine the amount of additional development land the region will require to accommodate forecasted employment and population forecast to 2051. The growth allocations are generally divided into greenfield and intensification (built-up area), and are implemented locally through the City’s Official Plan, District Plans, and the Zoning By-law.

The LNA uses a provincially prescribed methodology to determine growth related land need requirements. The LNA will be used to make the final determination on any additional urban lands required, the projected growth distribution between local area

municipalities in the region, and employment area allocations. The projected population growth and amount allotted to the City of Waterloo, along with the amount of employment area and intensification targets, will directly impact the City's Official Plan Review. The City's Official Plan must conform to the Regional Official Plan. The LNA includes two components: (i.) Community Area growth (residential, housing, commercial, institutional, etc.); and (ii.) Employment Area growth (industrial, manufacturing, academic, office, etc.). Taken together, the LNA determines the breakdown of Provincial forecasted population and employment growth, allocating a portion of the growth target to each local area municipality.

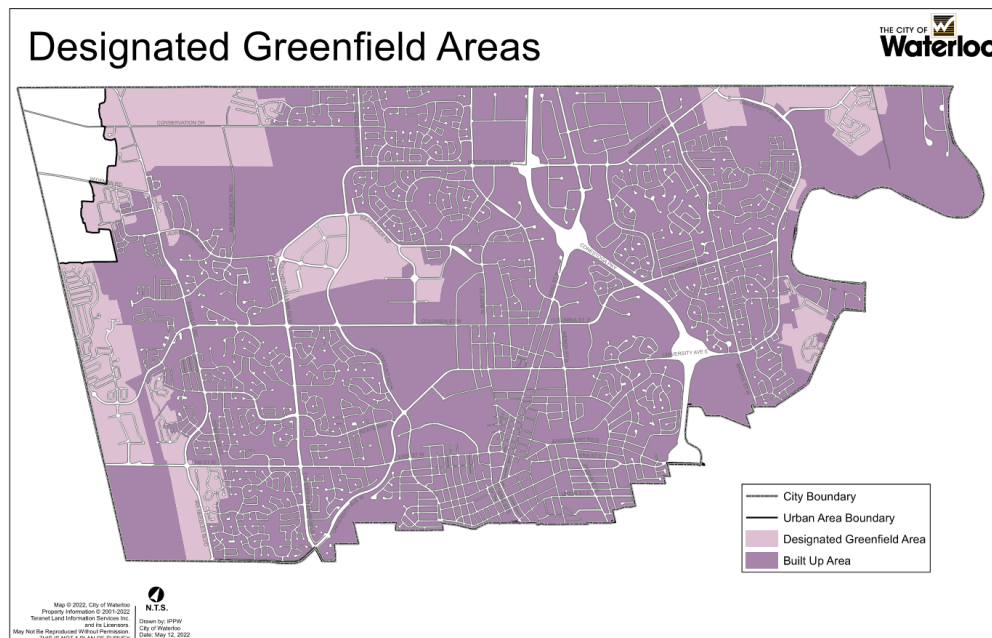
The Region's foundational themes and priorities related to the ROPR are set out below, which form the lens through which options are considered:

- building equitable, thriving, transit-supportive complete communities
- intensification-first approach to growth management
- realizing transformational climate action
- advancing indigenous relationships and reconciliation
- continuing to protect water, agricultural, and natural systems

### 2.1 Greenfield development and Intensification

Planning for growth is divided between the Built-Up Area (BUA) and the Designated Greenfield Area (DGA). The BUA is generally that part of the urban area where some development has already occurred. New development (including building additions and infill) in the BUA is identified/counted as intensification. The DGA is the area of the city that is generally undeveloped "greenfield" land. Figure 1 shows the relationship between the BUA and the DGA for the City of Waterloo as set out in the City's 2012 Official Plan:

**Figure 1:** Designated Greenfield Areas compared to the Built-Up Area in Waterloo



The Provincial Growth Plan requires that a minimum of 50% of all residential development must occur within the BUA applied region-wide (this is known as the intensification rate). For context, the City of Waterloo has averaged an intensification rate of 79% from 2010 to 2020, and 76% since 2006. This compares to a regional average of 56% over the same timeframe. Staff believes the City of Waterloo's planning framework has shown it is effective and reliable at "growing inward and upward", particularly in nodes, corridors, and strategic growth areas as set out in the City's current Official Plan and Zoning By-law, as supported by our capital and development charge budgets.

The Provincial Growth Plan requirement for the Designated Greenfield Area (DGA) is 50 people and jobs per hectare. The City of Waterloo has very little undeveloped DGA land available compared to other local area municipalities within the region. The largest DGA subarea in the City of Waterloo is the Beaver Creek Meadows area, which has an overall planned density target of 58 people and jobs per hectare, as set out in Specific Provision Area 62 of the City's Official Plan. More recently, Council approved a Block Plan for the Erbsville South Area with a planned density of 55 people and jobs per hectare. Planning staff are of the opinion that these densities are appropriate for such lands, and similar density targets should be translated to the limited remaining DGA parcels in the city, many of which are constrained in terms of location, configuration, environmental conditions, etc. Building off of the comprehensive multi-year Height & Density Policy Study and subsequent policy planning work completed by the City of Waterloo, Planning staff continue to support the approach of directing growth inward and upward in planned nodes, corridors, and station areas as opposed to placing greater density on the very edge of the city.

### 2.2 Land Needs Assessment Growth Options

The Region's draft LNA consists of three principle growth options. Each option allocates a specific level of growth to the local area municipalities, including the City of Waterloo. The growth options essentially provide a baseline, moderate intensification, and higher intensification options for growth over the next 30 years. The three options vary in the amount of intensification and greenfield growth. For the City of Waterloo, under all three options, there are no planned urban boundary expansion, which staff support. The three options are summarized in Table 1:

**Table 1:** Summary of LNA Growth Options

| Growth Option | Targets   | Highlights   |
|---------------|---|--|
| 1             | 50% intensification and 50 persons and jobs/ha in DGA | -population growth of 31,900 people for Waterloo<br>-maximum amount of future low-density housing<br>-requires largest urban area expansion in the region<br>-to achieve an average of 50pj/ha, actual density would be lower than current regional average, being 54pj/ha |

## 7 Integrated Planning & Public Works

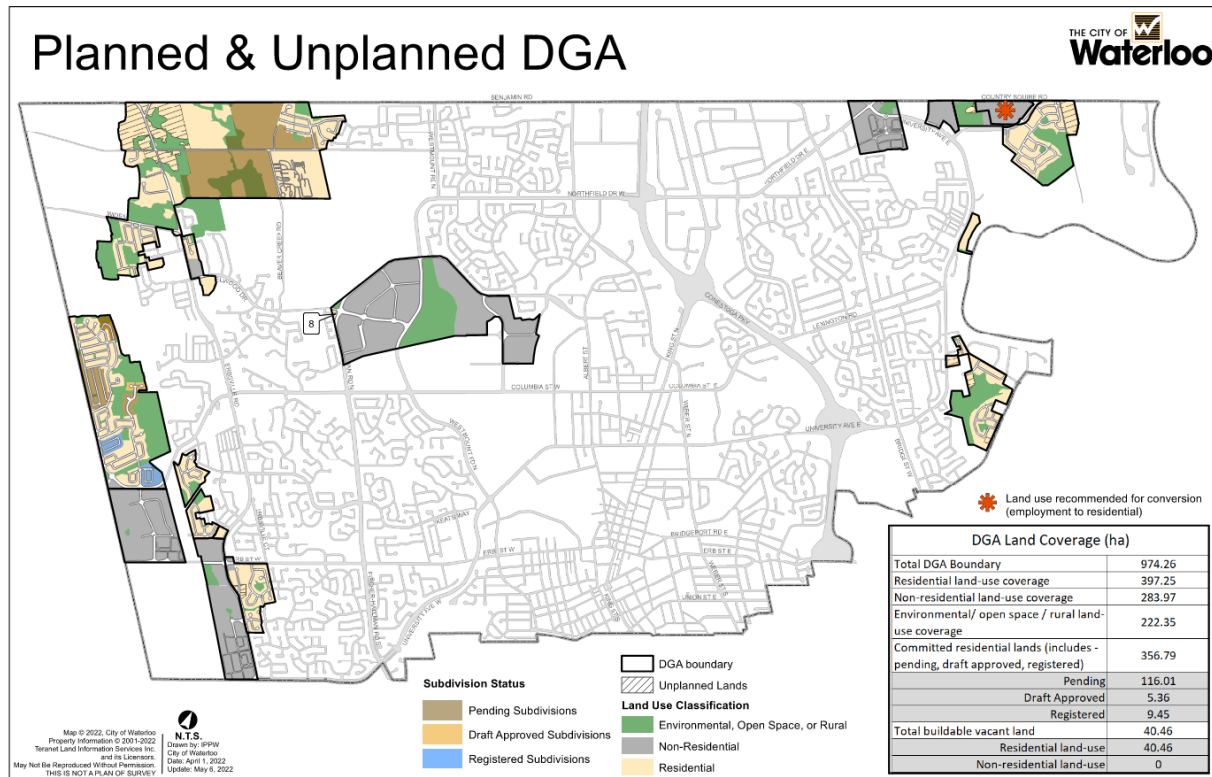
| Growth Option | Targets   | Highlights  |
|---------------|---|---|
| 2             | 60% intensification and 60 persons and jobs/ha in DGA | <ul style="list-style-type: none"> <li>-population growth of 52,200 people for Waterloo</li> <li>-more dense than Option 1 and lower number of low density units</li> <li>-actual density needed in the cities would be 69 pj/ha in DGA, which includes some planned DGA lands (e.g., Beaver Creek Meadows) being 58 pj/ha, therefore the effective density required on remaining DGA lands would increase to 85+ pj/ha, which is of concern to Planning staff, and we question the appropriateness of such densities on remaining DGA lands in the City of Waterloo</li> </ul>   |
| 3             | 60% intensification and 66 persons and jobs/ha in DGA | <ul style="list-style-type: none"> <li>-population growth of 55,600 people for Waterloo</li> <li>-most dense housing mix</li> <li>-no urban boundary expansion in the region</li> <li>-number of people that could be accommodated in new units would decrease, resulting in greater pressure on existing neighbourhoods to accommodate more growth</li> <li>-actual density to achieve this scenario would be 76pj/ha in DGA, which includes some planned DGA lands (e.g., Beaver Creek Meadows) being 58 pj/ha, therefore the effective density required on remaining DGA lands would increase to 95+ pj/ha, which is of concern to Planning staff, and we question the appropriateness of such densities on remaining DGA lands in the City of Waterloo</li> <li>-for the City of Waterloo, this option places the greatest proportion of newcomers at the edge of the City in suburban areas</li> </ul> |

Table 1 summarizes the overall impacts of the three growth scenarios on a region-wide basis. However, growth is not planned equally across the three urban and four township municipalities in the Region. In order to achieve the growth scenarios noted in Table 1, Regional staff are proposing that some municipalities will have higher or lower greenfield and intensification targets in order to meet the targets. While the region-wide DGA density target is detailed as 50, 60 and 66 persons and jobs/hectare respectively, the actual DGA density required for the three cities within the Region is higher, at 53, 69 and 77 persons and jobs/hectare, with lesser densities assigned to the townships. For Council's awareness, DGA densities targets of 69 and 77 persons and jobs/hectare are far higher than anything that has ever been planned for or built in the DGA in the City of Waterloo, and are understated as some of the associated lands include developed/developing subdivisions/condominiums such as Beaver Creek Meadows. City staff do not feel that these targets are realistic.

### 2.3 Waterloo's Designated Greenfield Areas

The amount of unplanned DGA land in the City of Waterloo is extremely limited. Based on analysis conducted by City staff, there is approximately 40.5 hectares remaining of unplanned non-employment DGA land. This remaining land is primarily located in the Erbsville area as shown on Figure 2 below, and also features both Regional-scale environmental features as well as floodplain, wetland and other environmental constraints.

**Figure 2:** Remaining Planned and Unplanned DGA Land in Waterloo



Through discussions with Regional staff, under Option 2, City staff understand that these 40.5 hectares of unplanned DGA lands will need to achieve an actual density of 85+ persons and jobs/hectare. This is because the 69 persons and jobs/hectare target described in Section 2.2 of IPPW2022-015 includes lands such as the “Pending Subdivisions” in Figure 2 in Beaver Creek Meadows which are actively being planned at a lesser density of 58 persons and jobs/hectare, meaning much higher densities must be achieved on the unplanned DGA lands. Planning staff do not believe such assumptions are viable or realistic, particularly given the location of the unplanned DGA lands and the edge of the city. The City of Waterloo has not previously approved a subdivision at such high densities. For comparison, Beaver Creek Meadows is being planned with a range of housing types at 58 persons and jobs/hectare, which has been challenging when factoring in constraints, irregular shaped parcels of land, the need for parkland, schools, stormwater management facilities, and suburban development design requirements such

as parking. In the opinion of City staff, further analysis is required to demonstrate densities significantly higher than 58 persons and jobs/hectare are appropriate in DGA areas at the edge of the city.

Staff are also concerned that such a strategy (i.e., requiring higher DGA densities at the edge of the city) will unnecessarily redirect some growth from the BUA. Such high densities may also put higher stress on sensitive environmental areas in northwest Waterloo. City staff believe the City is better served in terms of growth management to direct fewer people to the limited unplanned DGA lands, and more people to the BUA as envisioned in our Official Plan. The City has comprehensively planned for growth primarily through infill and intensification in the BUA, and will continue to do so through the City's current Official Plan Review, with continued focus on designated nodes and corridors, emerging neighbourhoods around ION stops (Major Transit Station Areas), and Uptown Waterloo – to see these areas continue to grow as planned, supplemented by gentle density to be planned within existing low rise residential neighbourhoods.

### 2.4 Recommended Community Area allocation adjustment

Staff recommend supporting the population allocation assigned to the City of Waterloo under a modified Option 2 scenario of the draft LNA. The rationale for a modified scenario is due to the fact that staff do not believe that the DGA densities under Option 2 are achievable given the context and amount of remaining DGA lands in the City. As such, for the City of Waterloo, staff recommend a modification to Option 2 that would maintain the overall population allocation but plan for densities on unplanned DGAs in the 60-65 persons and jobs/hectare range. The remaining population should be assigned to the BUA.

### 2.5 Employment Area Land Needs

In addition to planning for residential growth, the LNA has developed growth options for future employment land needs. The employment land needs are summarised in Table 2:

**Table 2:** Summary of Employment Land Needs

| Growth Option | Targets                            | highlights  |
|---------------|------------------------------------|---|
| 1             | 15% intensification and 35 jobs/ha | -moderate intensification of employment areas, similar to existing trends<br>-35 jobs/ha assumes a mix of employment areas from warehousing, manufacturing and office |
| 2             | 25% intensification and 35 jobs/ha | -more dense than Option 1 and lower number of low density units<br>-higher intensification and greater use of “under-utilized” land (e.g. parking lots)               |



Existing employment in the City of Waterloo is estimated to include 74,800 jobs as of 2021. Attachment 1 summarizes and compares Waterloo's growth projections in comparison to the other city and township municipalities within the region. The City of Waterloo is not anticipated to expand any employment lands in greenfield areas.

As part of the Regional Official Plan Review process, the Region undertook a comprehensive review of employment area trends and forecasting. In general, findings from the regional assessment indicate a broad trend towards low and declining employment area densities. Manufacturing in particular is moving towards increase automation, and warehousing is associated with large industrial buildings with overall lower employment densities.

The City of Waterloo's employment areas contain a higher amount of office uses (compared to adjacent regional municipalities), which increases the overall jobs per hectare density for the City. These higher density areas are concentrated near the Universities and the Research and Technology Park. The City includes academic uses as part of its employment area framework, which contributes to higher average employment densities. Outside of business parks and employment areas near the universities, the City's traditional manufacturing has lower employment densities, similar to other municipalities in the region. The City of Waterloo's current overall employment density is 51 jobs per hectare, which is higher than the regional average of 35 jobs per hectare.

Under the Employment Areas Option 1 (15% employment land intensification scenario), the Region has projected only 300 additional employment land jobs in the City of Waterloo between 2021 and 2051, while under Option 2 (25% intensification scenario), this increases to 2,100 jobs. In comparison, other municipalities in the Region are forecast to see significantly more growth in industrial-type employment (non-office uses). It should be noted that the City of Waterloo will see the build out of the West Side Employment Lands before 2051, which primarily contemplates industrial/flex industrial space and office uses. These employment lands comprise approximately 45 hectares, and if they accommodate predominantly traditional employment land jobs at between 20 and 40 jobs per hectare, between 900 and 1,800 jobs will be added. It is anticipated that other vacant employment lands will develop before 2051, along with infill and intensification opportunities. It is unclear why the allocated jobs growth in the City of Waterloo is so conservative. The assumption of 300 jobs between 2021-2051 (30-year period) appears low given the LNA identifies that Waterloo had growth of 810 jobs in the 15-year period from 2006-2021. While office-type employment is projected to be the dominant form of employment in Waterloo, and is expected to be "slow" post-pandemic, future projections should not discount growth of industrial-related employment or advanced technology employment.

### **2.6 Recommended Employment Area allocation adjustment**

The City of Waterloo's employment area planning framework, which anticipates a larger proportion of higher-density office / advanced technology related employment use compared to traditional manufacturing uses is likely to continue given the City's location.

Despite this, City staff have indicated to Regional planning staff that employment growth should not focus solely on higher density office-type jobs in forecasting employment growth in the City of Waterloo. The West Side Employment Lands represents one example of where flexible employment uses could be accommodated in the City, to meet emerging market needs.

Therefore, Planning staff recommend that the amount of jobs allocated to the City of Waterloo be adjusted (increased), and that a broader range in the employment types be factored into the final LNA. It is staff's opinion that the amount and types of jobs allocated to the City of Waterloo can be refined as part of finalizing the LNA report.

### **3.0 Next Steps**

Throughout the ROP Review, the Region has received feedback from area municipal staff and various delegations. This report only evaluates and comments on the formal options identified by Regional staff to date, as set out in Sections 2.2 and 2.5 of IPPW2022-015.

This report, if approved by Council, will be forwarded to the Region of Waterloo as part of overall consultation process on the ROPR. Region staff will consider all feedback received, and report to Regional Council on June 15, 2022 with a recommendation on how to proceed forward with the LNA, and recommend forecast allocations to include into the draft Regional Official Plan. After June, the Region Official Plan Review process will enter the final approval phase, as follows:

- July 2022 – release of the draft ROP Policy Amendment (Growth Related components ) and Open House
- Late July 2022 – ROP Policy Amendment Statutory Public Meeting
- August 2022 – Recommendation Report to Regional Council on Adoption of ROP Policy Amendment (to then be forwarded to the Province for approval)
- Fall 2022/Winter 2023 – ROP Policy Amendment (non-growth related). This will include topics such as environmental policies, agricultural policies, and aggregates.

Planning staff will continue to participate in the ROP Review process as part of the Area Municipality Working Group. Planning staff will review and comment on the draft amendment, on behalf of the City of Waterloo, in accordance with Council's direction on IPPW2022-015. Planning staff will continue to work constructively with Regional planning staff to ensure the City's interests are accounted for in the draft policies proposed through the ROP Review.

**Attachment A: Land Needs Assessment forecast details for Waterloo**

The following are detailed forecast tables and figures from the Regional Official Plan Land Needs Assessment report. The tables provide figures and forecasted growth projections specific to the City of Waterloo based on the three proposed growth options. The full [Land Needs Assessment](#) report, which includes region-wide forecast figures can be found on the Regional Official Plan Engage Region of Waterloo page.

**City of Waterloo Summary of LNA Growth Options****Community Area Option 1**

| Year             | Population<br>(Including Census Undercount) <sup>1</sup> | Households                  |                                |                              |               | Persons<br>Per Unit<br>(PPU) |
|------------------|--|-----------------------------|--------------------------------|------------------------------|---------------|------------------------------|
|                  |  | Low<br>Density <sup>2</sup> | Medium<br>Density <sup>3</sup> | High<br>Density <sup>4</sup> | Total         |                              |
| 2016             | 109,200  | 24,265                      | 5,855                          | 10,260                       | 40,380        | 2.70                         |
| 2021             | 127,300  | 25,255                      | 6,160                          | 15,430                       | 46,845        | 2.72                         |
| 2051             | 159,200  | 27,905                      | 7,755                          | 25,090                       | 60,750        | 2.62                         |
| <b>2021-2051</b> | <b>31,900</b>  | <b>2,650</b>                | <b>1,595</b>                   | <b>9,660</b>                 | <b>13,905</b> |                              |

**Community Area Option 2**

| Year             | Population<br>(Including Census Undercount) <sup>1</sup> | Households                  |                                |                              |               | Persons<br>Per Unit<br>(PPU) |
|------------------|--|-----------------------------|--------------------------------|------------------------------|---------------|------------------------------|
|                  |  | Low<br>Density <sup>2</sup> | Medium<br>Density <sup>3</sup> | High<br>Density <sup>4</sup> | Total         |                              |
| 2016             | 109,200  | 24,265                      | 5,855                          | 10,260                       | 40,380        | 2.70                         |
| 2021             | 127,300  | 25,255                      | 6,160                          | 15,430                       | 46,845        | 2.72                         |
| 2051             | 179,500  | 27,175                      | 12,130                         | 28,705                       | 68,010        | 2.64                         |
| <b>2021-2051</b> | <b>52,200</b>  | <b>1,920</b>                | <b>5,970</b>                   | <b>13,275</b>                | <b>21,165</b> |                              |

**Community Area Option 3**

| Year             | Population<br>(Including Census Undercount) <sup>1</sup> | Households                  |                                |                              |               |
|------------------|--|-----------------------------|--------------------------------|------------------------------|---------------|
|                  |  | Low<br>Density <sup>2</sup> | Medium<br>Density <sup>3</sup> | High<br>Density <sup>4</sup> | Total         |
| 2016             | 109,200  | 24,265                      | 5,855                          | 10,260                       | 40,380        |
| 2021             | 127,300  | 25,255                      | 6,160                          | 15,430                       | 46,845        |
| 2051             | 182,900  | 27,580                      | 12,550                         | 29,035                       | 69,165        |
| <b>2021-2051</b> | <b>55,600</b>  | <b>2,325</b>                | <b>6,390</b>                   | <b>13,605</b>                | <b>22,320</b> |

## 13 Integrated Planning & Public Works

### Housing

#### Community Area Option 1

| Year             | Households by Policy Area |              |          |               | % Intensification |
|------------------|---------------------------|--------------|----------|---------------|-------------------|
|                  | BUA                       | DGA          | Rural    | Total         |                   |
| 2016             | 38,480                    | 1,890        | 10       | 40,380        |                   |
| 2022             | 43,815                    | 3,450        | 10       | 47,280        |                   |
| 2051             | 53,425                    | 7,320        | 10       | 60,750        |                   |
| <b>2016-2022</b> | <b>5,335</b>              | <b>1,560</b> | <b>0</b> | <b>6,900</b>  | <b>77%</b>        |
| <b>2022-2051</b> | <b>9,610</b>              | <b>3,870</b> | <b>0</b> | <b>13,470</b> | <b>71%</b>        |

#### Community Area Option 2

| Year             | Households by Policy Area |              |          |               | % Intensification |
|------------------|---------------------------|--------------|----------|---------------|-------------------|
|                  | BUA                       | DGA          | Rural    | Total         |                   |
| 2016             | 38,480                    | 1,890        | 10       | 40,380        |                   |
| 2022             | 43,815                    | 3,450        | 10       | 47,280        |                   |
| 2051             | 58,865                    | 9,135        | 10       | 68,010        |                   |
| <b>2016-2022</b> | <b>5,335</b>              | <b>1,560</b> | <b>0</b> | <b>6,900</b>  | <b>77%</b>        |
| <b>2022-2051</b> | <b>15,050</b>             | <b>5,685</b> | <b>0</b> | <b>20,730</b> | <b>73%</b>        |

#### Community Area Option 3

| Year             | Households by Policy Area |              |          |               | % Intensification |
|------------------|---------------------------|--------------|----------|---------------|-------------------|
|                  | BUA                       | DGA          | Rural    | Total         |                   |
| 2016             | 38,480                    | 1,890        | 10       | 40,380        |                   |
| 2022             | 43,815                    | 3,450        | 10       | 47,280        |                   |
| 2051             | 59,240                    | 9,920        | 10       | 69,165        |                   |
| <b>2016-2022</b> | <b>5,335</b>              | <b>1,560</b> | <b>0</b> | <b>6,900</b>  | <b>77%</b>        |
| <b>2022-2051</b> | <b>15,425</b>             | <b>6,470</b> | <b>0</b> | <b>21,885</b> | <b>70%</b>        |

| 2021 to 2051 Growth Increment: Concepts 1 to 3 City of Waterloo |  |                          |                             |                           |        |                          |                             |                           |        |                          |                             |                           |       |                          |                             |                           |       |  |  |  |  |  |  |
|---|--|--------------------------|-----------------------------|---------------------------|--------|--------------------------|-----------------------------|---------------------------|--------|--------------------------|-----------------------------|---------------------------|-------|--------------------------|-----------------------------|---------------------------|-------|--|--|--|--|--|--|
| Concept   |  | Total Households         |                             |                           |        | BUA Households           |                             |                           |        | DGA Households           |                             |                           |       | Rural Households         |                             |                           |       |  |  |  |  |  |  |
|   |  | Low Density <sup>1</sup> | Medium Density <sup>2</sup> | High Density <sup>3</sup> | Total  | Low Density <sup>1</sup> | Medium Density <sup>2</sup> | High Density <sup>3</sup> | Total  | Low Density <sup>1</sup> | Medium Density <sup>2</sup> | High Density <sup>3</sup> | Total | Low Density <sup>1</sup> | Medium Density <sup>2</sup> | High Density <sup>3</sup> | Total |  |  |  |  |  |  |
| Concept 1   |  | 2,650                    | 1,595                       | 9,660                     | 13,905 | 20                       | 965                         | 8,930                     | 9,915  | 2,630                    | 635                         | 735                       | 4,000 | -                        | -                           | -                         | -     |  |  |  |  |  |  |
| Concept 2   |  | 1,920                    | 5,970                       | 13,275                    | 21,165 | 20                       | 3,810                       | 11,525                    | 15,355 | 1,900                    | 2,165                       | 1,750                     | 5,815 | -                        | -                           | -                         | -     |  |  |  |  |  |  |
| Concept 3   |  | 2,325                    | 6,390                       | 13,605                    | 22,320 | 20                       | 3,885                       | 11,825                    | 15,730 | 2,305                    | 2,515                       | 1,780                     | 6,600 | -                        | -                           | -                         | -     |  |  |  |  |  |  |
| Concept 2 - Concept 1   |  | (730)                    | 4,375                       | 3,615                     | 7,260  | -                        | 2,845                       | 2,595                     | 5,440  | (730)                    | 1,530                       | 1,015                     | 1,815 | -                        | -                           | -                         | -     |  |  |  |  |  |  |
| Concept 3 - Concept 1   |  | (325)                    | 4,795                       | 3,945                     | 8,415  | -                        | 2,920                       | 2,895                     | 5,815  | (325)                    | 1,880                       | 1,045                     | 2,600 | -                        | -                           | -                         | -     |  |  |  |  |  |  |
| Concept 3 - Concept 2   |  | 405                      | 420                         | 330                       | 1,155  | -                        | 75                          | 300                       | 375    | 405                      | 350                         | 30                        | 785   | -                        | -                           | -                         | -     |  |  |  |  |  |  |

| Region-wide Summary of Growth Options                                    |           |  |                             |             |                |              |         |  |                             |             |                |              |         |  |                             |             |                |              |        |  |                             |             |                |              |        |
|--|-----------|--|-----------------------------|-------------|----------------|--------------|---------|--|-----------------------------|-------------|----------------|--------------|---------|--|-----------------------------|-------------|----------------|--------------|--------|--|-----------------------------|-------------|----------------|--------------|--------|
|  | Period    | Region-wide Total                        |                             |             |                |              |         | BUA                                      |                             |             |                |              |         | DGA                                      |                             |             |                |              |        | Rural                                    |                             |             |                |              |        |
|  |           | Population                               |                             | Households  |                |              |         | Population                               |                             | Households  |                |              |         | Population                               |                             | Households  |                |              |        | Population                               |                             | Households  |                |              |        |
|  |           | Including Census Undercount <sup>1</sup> | Excluding Census Undercount | Low-Density | Medium-Density | High-Density | Total   | Including Census Undercount <sup>1</sup> | Excluding Census Undercount | Low-Density | Medium-Density | High-Density | Total   | Including Census Undercount <sup>1</sup> | Excluding Census Undercount | Low-Density | Medium-Density | High-Density | Total  | Including Census Undercount <sup>1</sup> | Excluding Census Undercount | Low-Density | Medium-Density | High-Density | Total  |
| 2021   |           |  |                             |             |                |              |         |  |                             |             |                |              |         |  |                             |             |                |              |        |  |                             |             |                |              |        |
| Total  | 2021      | 617,000                                  | 593,300                     | 132,930     | 33,280         | 57,465       | 223,675 | 506,100                                  | 486,700                     | 107,025     | 26,655         | 55,695       | 189,375 | 79,500                                   | 76,500                      | 16,785      | 6,525          | 1,465        | 24,775 | 31,300                                   | 30,100                      | 9,115       | 105            | 305          | 9,525  |
| Shares   | 2021      |  |                             | 59%         | 15%            | 26%          | 100%    |  |                             | 57%         | 14%            | 29%          | 100%    |  |                             | 68%         | 26%            | 6%           | 100%   |  |                             | 96%         | 1%             | 3%           | 100%   |
| Concept 1: 50% Intensification & 50 p&J/ha                               |           |  |                             |             |                |              |         |  |                             |             |                |              |         |  |                             |             |                |              |        |  |                             |             |                |              |        |
| Total  | 2051      | 923,000                                  | 887,500                     | 171,990     | 55,485         | 117,280      | 344,755 | 626,600                                  | 602,500                     | 107,440     | 32,150         | 110,110      | 249,700 | 262,800                                  | 252,700                     | 54,490      | 23,235         | 6,860        | 84,585 | 33,600                                   | 32,300                      | 10,060      | 105            | 310          | 10,470 |
|  | 2021-2051 | 306,000                                  | 294,200                     | 39,060      | 22,205         | 59,815       | 121,080 | 120,500                                  | 115,800                     | 415         | 5,495          | 54,415       | 60,325  | 183,300                                  | 176,200                     | 37,705      | 16,710         | 5,395        | 59,810 | 2,300                                    | 2,200                       | 945         | 0              | 5            | 945    |
| Shares   | 2051      |  |                             | 50%         | 16%            | 34%          | 100%    |  |                             | 43%         | 13%            | 44%          | 100%    |  |                             | 64%         | 27%            | 8%           | 100%   |  |                             | 96%         | 1%             | 3%           | 100%   |
|  | 2021-2051 |  |                             | 32%         | 18%            | 49%          | 100%    |  |                             | 1%          | 9%             | 90%          | 100%    |  |                             | 63%         | 28%            | 9%           | 100%   |  |                             | 100%        | -1%            | 1%           | 100%   |
| Concept 2: 60% Intensification & 60 p&J/ha                               |           |  |                             |             |                |              |         |  |                             |             |                |              |         |  |                             |             |                |              |        |  |                             |             |                |              |        |
| Total  | 2051      | 923,000                                  | 887,500                     | 155,370     | 64,845         | 124,540      | 344,755 | 647,900                                  | 673,800                     | 107,440     | 40,900         | 113,025      | 261,365 | 215,600                                  | 207,300                     | 37,875      | 23,845         | 11,200       | 72,920 | 33,600                                   | 32,300                      | 10,055      | 105            | 310          | 10,470 |
|  | 2021-2051 | 306,000                                  | 294,200                     | 22,440      | 31,565         | 67,075       | 121,080 | 141,800                                  | 187,100                     | 415         | 14,245         | 57,330       | 71,990  | 136,100                                  | 130,800                     | 21,090      | 17,320         | 9,735        | 48,145 | 2,300                                    | 2,200                       | 945         | 0              | 5            | 945    |
| Shares   | 2051      |  |                             | 45%         | 19%            | 36%          | 100%    |  |                             | 41%         | 16%            | 43%          | 100%    |  |                             | 52%         | 33%            | 15%          | 100%   |  |                             | 96%         | 1%             | 3%           | 100%   |
|  | 2021-2051 |  |                             | 19%         | 26%            | 55%          | 100%    |  |                             | 1%          | 20%            | 80%          | 100%    |  |                             | 44%         | 36%            | 20%          | 100%   |  |                             | 99%         | 0%             | 1%           | 100%   |
| Concept 3: 60% Intensification & 63 p&J/ha (No Urban Boundary Expansion) |           |  |                             |             |                |              |         |  |                             |             |                |              |         |  |                             |             |                |              |        |  |                             |             |                |              |        |
| Total  | 2051      | 923,000                                  | 887,500                     | 154,755     | 64,325         | 125,675      | 344,755 | 675,000                                  | 649,000                     | 107,440     | 40,900         | 113,030      | 261,370 | 214,000                                  | 206,000                     | 37,255      | 23,325         | 12,335       | 72,915 | 34,000                                   | 32,000                      | 10,060      | 105            | 310          | 10,470 |
|  | 2021-2051 | 306,000                                  | 294,200                     | 21,825      | 31,045         | 68,210       | 121,080 | 168,900                                  | 162,300                     | 415         | 14,245         | 57,335       | 71,995  | 134,500                                  | 129,500                     | 20,470      | 16,800         | 10,870       | 48,140 | 2,700                                    | 1,900                       | 945         | 0              | 5            | 945    |
| Shares   | 2051      |  |                             | 45%         | 19%            | 36%          | 100%    |  |                             | 41%         | 16%            | 43%          | 100%    |  |                             | 51%         | 32%            | 17%          | 100%   |  |                             | 96%         | 1%             | 3%           | 100%   |
|  | 2021-2051 |  |                             | 18%         | 26%            | 56%          | 100%    |  |                             | 1%          | 20%            | 80%          | 100%    |  |                             | 43%         | 35%            | 23%          | 100%   |  |                             | 100%        | 0%             | 1%           | 101%   |

| Population Forecast by Growth Option and Area Municipality                     |                   |                   |                  |                            |                       |                    |                      |            |                |                    |
|--|-------------------|-------------------|------------------|----------------------------|-----------------------|--------------------|----------------------|------------|----------------|--------------------|
| Period   | Area Municipality |                   |                  |                            |                       |                    |                      | City Total | Township Total | Region of Waterloo |
|  | City of Cambridge | City of Kitchener | City of Waterloo | Township of North Dumfries | Township of Wellesley | Township of Wilmot | Township of Woolwich |            |                |                    |
| 2021   | 146,000           | 269,100           | 127,300          | 11,300                     | 11,900                | 22,700             | 28,700               | 542,400    | 74,600         | 617,000            |
| Option 1, 2051   | 267,900           | 368,500           | 159,200          | 18,800                     | 14,000                | 36,400             | 58,200               | 795,600    | 127,400        | 923,000            |
| Option 2, 2051   | 219,300           | 410,700           | 179,500          | 19,600                     | 14,000                | 30,300             | 49,500               | 809,500    | 113,400        | 923,000            |
| Option 3, 2051   | 213,400           | 417,500           | 182,900          | 17,200                     | 12,400                | 28,800             | 50,800               | 813,800    | 109,200        | 923,000            |
| Total Population Growth Percentage Change from 2021 to 2051 [(2051-2021)/2021] |                   |                   |                  |                            |                       |                    |                      |            |                |                    |
| Option 1, 2021-2051  | 83%               | 37%               | 25%              | 66%                        | 18%                   | 60%                | 103%                 | 47%        | 71%            | 50%                |
| Option 2, 2021-2051  | 50%               | 53%               | 41%              | 73%                        | 18%                   | 33%                | 72%                  | 49%        | 52%            | 50%                |
| Option 3, 2021-2051  | 46%               | 55%               | 44%              | 52%                        | 4%                    | 27%                | 77%                  | 50%        | 46%            | 50%                |

**Comparison of Land Needs by Area Municipality  
(Shortfall), Land Area, ha**

| Area Municipality | Concept 1     | Concept 2    | Concept 3 |
|-------------------|---------------|--------------|-----------|
| Cambridge         | (1310)        | (146)        | 0         |
| Kitchener         | (192)         | 0            | 0         |
| Waterloo          | 0             | 0            | 0         |
| North Dumfries    | (55)          | (29)         | 0         |
| Wellesley         | (38)          | (25)         | 0         |
| Wilmot            | (197)         | 0            | 0         |
| Woolwich          | (416)         | (176)        | 0         |
| <b>Total</b>      | <b>-2,208</b> | <b>(376)</b> | <b>0</b>  |

**Comparison of People and Jobs Density, 2051  
Total D.G.A. Density, People and Jobs/ha**

| Area Municipality | Concept 1 | Concept 2 | Concept 3 |
|-------------------|-----------|-----------|-----------|
| Cambridge         | 51        | 64        | 69        |
| Kitchener         | 55        | 66        | 69        |
| Waterloo          | 52        | 62        | 67        |
| North Dumfries    | 44        | 53        | 50        |
| Wellesley         | 43        | 52        | 50        |
| Wilmot            | 42        | 51        | 46        |
| Woolwich          | 43        | 45        | 65        |
| <b>Total</b>      | <b>50</b> | <b>60</b> | <b>66</b> |

**Comparison of People and Jobs Density, 2019 to 2051  
Incremental D.G.A. Density, People and Jobs/ha**

| Area Municipality | Concept 1 | Concept 2 | Concept 3 |
|-------------------|-----------|-----------|-----------|
| Cambridge         | 51        | 68        | 78        |
| Kitchener         | 53        | 69        | 74        |
| Waterloo          | 53        | 69        | 77        |
| North Dumfries    | 43        | 54        | 50        |
| Wellesley         | 42        | 59        | 67        |
| Wilmot            | 43        | 67        | 55        |
| Woolwich          | 41        | 43        | 70        |
| <b>Total</b>      | <b>49</b> | <b>63</b> | <b>73</b> |

**Employment Area Option 1 – 15% Employment Area Land Intensification**

| Year | Population1 | Major Office | Employment Land Employment | Population Related Employment | Rural Based | Total          |
|------|-------------|--------------|----------------------------|-------------------------------|-------------|----------------|
| 2011 | 102,700     | 19,600       | 22,700                     | 28,800                        | 0           | <b>71,200</b>  |
| 2016 | 109,200     | 20,200       | 15,200                     | 31,800                        | 0           | <b>67,200</b>  |
| 2021 | 127,300     | 23,100       | 16,500                     | 35,200                        | 0           | <b>74,800</b>  |
| 2051 | 179,500     | 44,700       | 16,800                     | 51,300                        | 0           | <b>112,800</b> |

**Employment Area Option 1 – 25% Employment Area Land Intensification**

| Year | Population1 | Major Office | Employment Land Employment | Population Related Employment | Rural Based | Total          |
|------|-------------|--------------|----------------------------|-------------------------------|-------------|----------------|
| 2011 | 102,700     | 19,600       | 22,700                     | 28,800                        | 0           | <b>71,200</b>  |
| 2016 | 109,200     | 20,200       | 15,200                     | 31,800                        | 0           | <b>67,200</b>  |
| 2021 | 127,300     | 23,100       | 16,500                     | 35,200                        | 0           | <b>74,800</b>  |
| 2051 | 179,500     | 44,700       | 18,600                     | 51,300                        | 0           | <b>114,600</b> |

**Employment Area Option 2 – 15% Employment Area Land Intensification**

| Year | Population1 | Major Office | Employment Land Employment | Population Related Employment | Rural Based | Total          |
|------|-------------|--------------|----------------------------|-------------------------------|-------------|----------------|
| 2011 | 102,700     | 19,600       | 22,700                     | 28,800                        | 0           | <b>71,200</b>  |
| 2016 | 109,200     | 20,200       | 15,200                     | 31,800                        | 0           | <b>67,200</b>  |
| 2021 | 127,300     | 23,100       | 16,500                     | 35,200                        | 0           | <b>74,800</b>  |
| 2051 | 179,500     | 44,700       | 16,800                     | 51,300                        | 0           | <b>112,800</b> |

**Employment Area Option 2 – 25% Employment Area Land Intensification**

| Year | Population1 | Major Office | Employment Land Employment | Population Related Employment | Rural Based | Total          |
|------|-------------|--------------|----------------------------|-------------------------------|-------------|----------------|
| 2011 | 102,700     | 19,600       | 22,700                     | 28,800                        | 0           | <b>71,200</b>  |
| 2016 | 109,200     | 20,200       | 15,200                     | 31,800                        | 0           | <b>67,200</b>  |
| 2021 | 127,300     | 23,100       | 16,500                     | 35,200                        | 0           | <b>74,800</b>  |
| 2051 | 179,500     | 44,700       | 18,600                     | 51,300                        | 0           | <b>114,600</b> |

### Employment Land Needs by Municipality and Growth Option

|                            | Employment Area<br>Option 1 - 15%<br>Intensification | Employment Area<br>Option 1 - 25%<br>Intensification | Employment Area<br>Option 2 - 15%<br>Intensification | Employment Area<br>Option 2 - 25%<br>Intensification |
|----------------------------|--|--|--|--|
| City of Cambridge          | -132   | -132   | -250   | -221   |
| City of Kitchener          | 0  | 0  | 0  | 0  |
| City of Waterloo           | 0  | 0  | 0  | 0  |
| Township of North Dumfries | -86  | -78  | -86  | -78  |
| Township of Wellesley      | 0  | 0  | 0  | 0  |
| Township of Wilmot         | -17  | -5   | -17  | -5   |
| Township of Woolwich       | -424   | -242   | -306   | -152   |
| <b>Region of Waterloo</b>  | <b>-659</b>  | <b>-456</b>  | <b>-659</b>  | <b>-456</b>  |