



Plan and Budget 2025

growing with care



Region of Waterloo

Investing in your community



Message from Karen Redman, Regional Chair

We worked hard to build a 2025 Plan and Budget that keeps pace with a community that's growing faster than ever, while recognizing this is a very difficult time for taxpayers across Waterloo Region.

I know residents are struggling with rising costs, from groceries and housing to healthcare needs and transportation. We must navigate a world that is changing fast locally, nationally and globally.

This budget process has been full of challenging decisions. At the end of the day, though, it is more important than ever to maintain the services residents rely on: public health and paramedics, transit service, affordable housing, safe roads and clean water.

I believe this budget strikes a balance in providing what residents need now and laying the foundation for the needs of our future community.



Message from Mathieu Goetzke, Acting Chief Administrative Officer

The Region of Waterloo provides services you use every day; clean drinking water, bus and ION, affordable housing and emergency shelters, paramedics, environmental protection and much more.

The budget is how we invest wisely in what the community needs most. This year, costs have risen and our community is still growing. We know we have to balance affordability while delivering what people of Waterloo Region need, today and tomorrow.

This was a difficult budget process, and the 2025 Plan and Budget results from countless hours of work by Regional Council and staff to find the best way forward.

I'm proud of the dedicated Region staff who work each and every day to serve this community. Thank you also to all residents who took the time to share your priorities and vision for this community.

Working together, I have no doubt that we will tackle any challenges and build a strong foundation for our future.




Waterloo Region is part of the Dish with One Spoon Wampum. This treaty guides our work at the Region of Waterloo as we live out our core value.

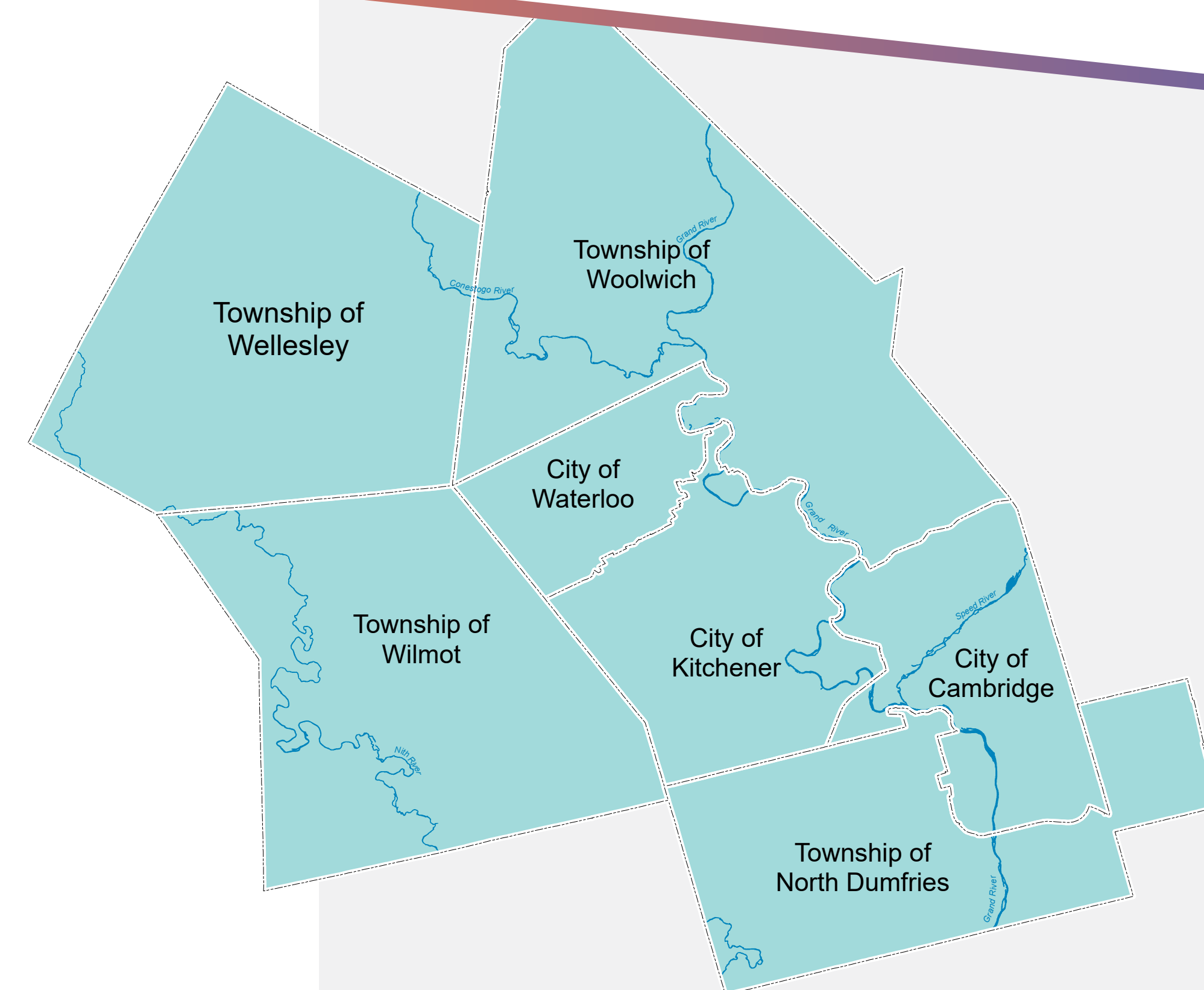
- We recognize our shared humanity and stewardship
- We only take what we need
- We leave some for others
- We keep the dish clean

Services you rely on

The Region of Waterloo provides a range of programs and services, including:

-  **Providing homes for everyone** by leading community-wide action planning, operating affordable housing programs, and providing long-term care and supportive housing for seniors.
-  **Getting you where you need to go** through transit, major roadways and traffic signals, trails, and the Regional airport.
-  **Supporting you to work** through delivering employment and income support programs, coordinating affordable child care, and economic development planning.
-  **Protecting our environment** through safe drinking water and wastewater treatment, garbage collection and diversion programs.

-  **Keeping you healthy and safe** through health inspections, dental clinics, infectious disease prevention and vaccinations, neighbourhood health programs, parenting and child health programs, Paramedic Services and road safety initiatives.
-  **Committing to Reconciliation, Equity, Diversity and Inclusion** by starting and keeping respectful relationships with First Nations, Inuit and Metis communities and helping to build a region where residents feel seen, valued, and heard.
-  **Offering cultural opportunities and experiences** through programs and services at libraries and museums.



Did you know?

This community uses a two-tier government consisting of the Region of Waterloo and seven cities and townships.

Our plan for the future

Waterloo Region is growing to one million people and how we grow matters.

Our vision is a **compassionate community that cares for all people, stewards the land for future generations and where everyone has the opportunity to live a good life**. Our Strategic Plan, **Growing with Care**, sets our direction and guides us into the future. It was built with input from thousands of community members and gives us four key priority areas to focus on:



Homes for all



Equitable services and opportunities



Climate aligned growth



Resilient and future ready organization

Growing with Care is our vision and path forward. The Plan and Budget is how we put our vision into action each year.



Action on what matters

We are balancing affordability while maintaining the essential services that people in Waterloo Region need.

The Region has identified \$44 million in operational savings over the past six years as we continue to serve the community.

The Region's 2025 Operating and Capital Budgets are \$2.3 billion, which includes the provision of services such as paramedics, police services, transit, waste management, and more.

The 2025 budget represents an annual increase of 9.48%. This amounts to \$241 for an average property, or \$20 per month.

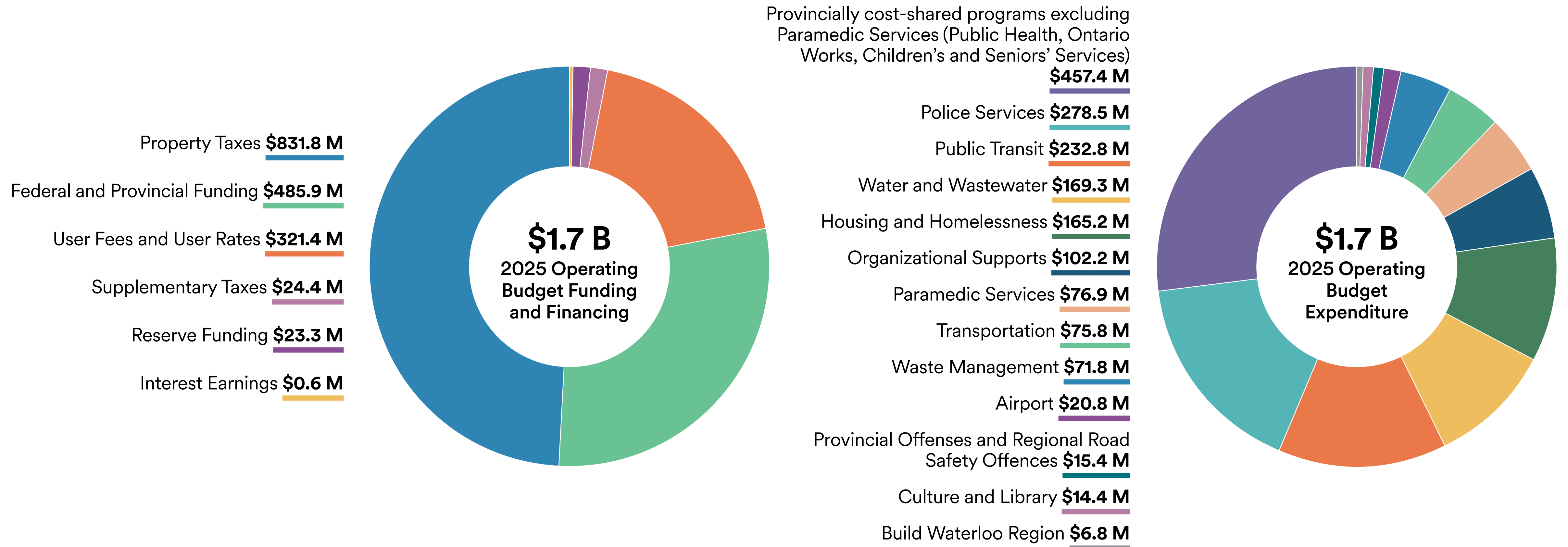


Some key 2025 investments that will make progress on our four strategic priorities:

- More paramedics to meet increasing 911 call demands
- Building more affordable homes
- Improving road safety through traffic calming, municipal speed cameras, and safety designs at roundabouts
- Advancing the Plan to End Chronic Homeless alongside our community partners
- Enhancing extreme weather supports for those experiencing homelessness
- Expanding rent supplements for people to find homes they can afford for as long as they need
- Ensuring continued safe drinking water
- Helping people find jobs that help them live better lives
- More buses and frequency to serve overcrowded routes
- Expanding accessible transit through MobilityPLUS
- Making transit free for children under six
- Increasing library operating hours
- Constructing new water wells to support new housing

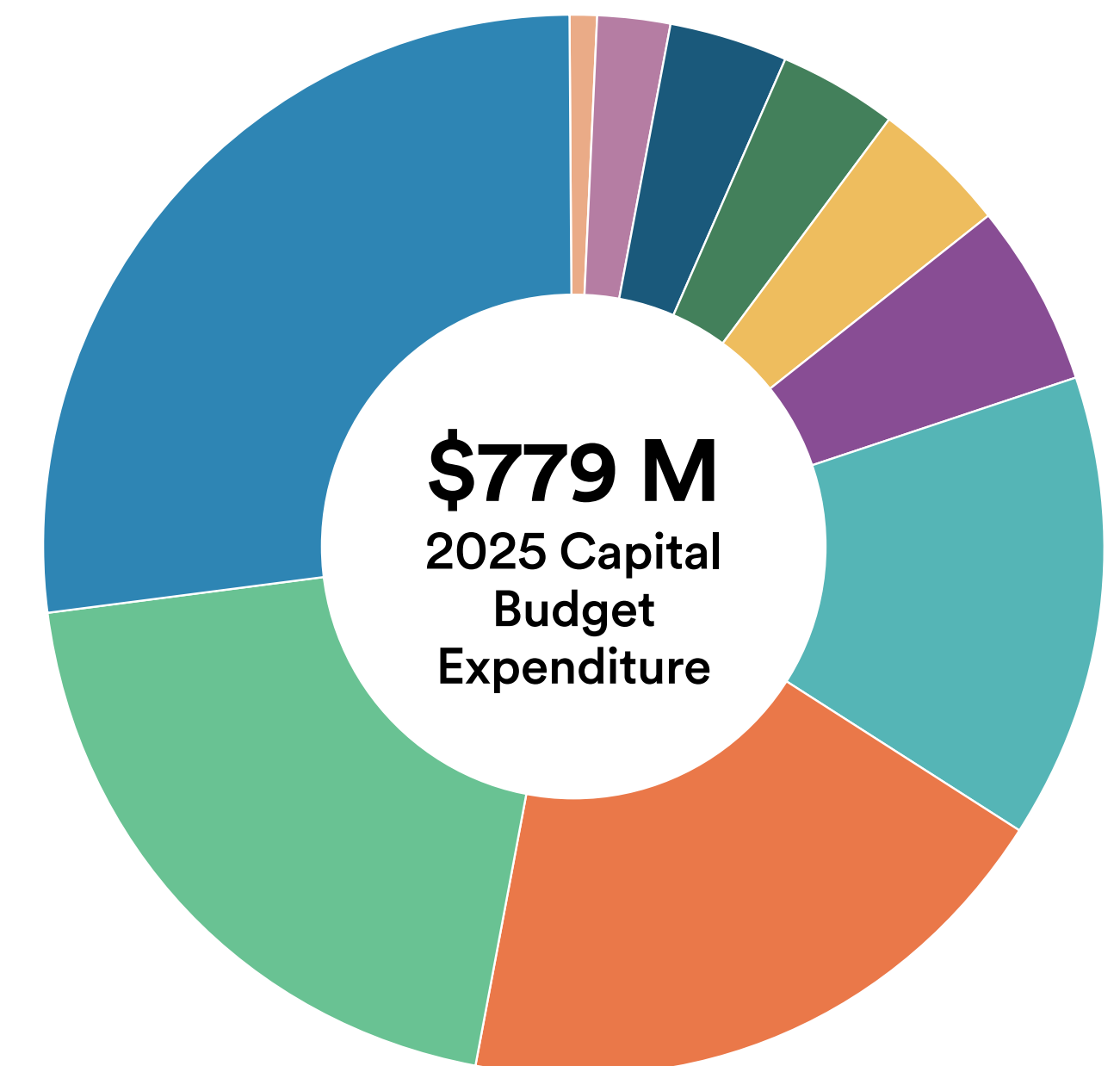
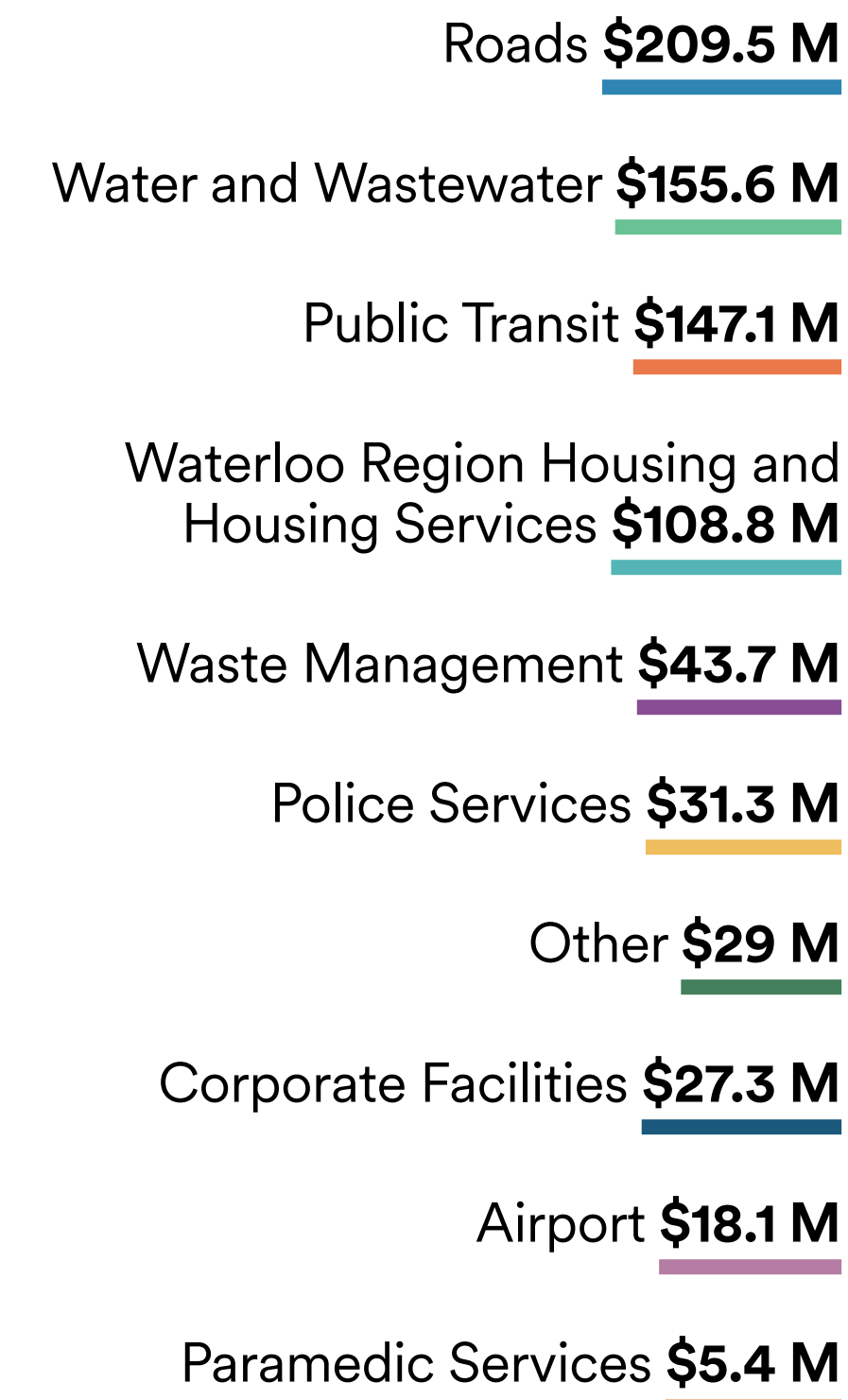
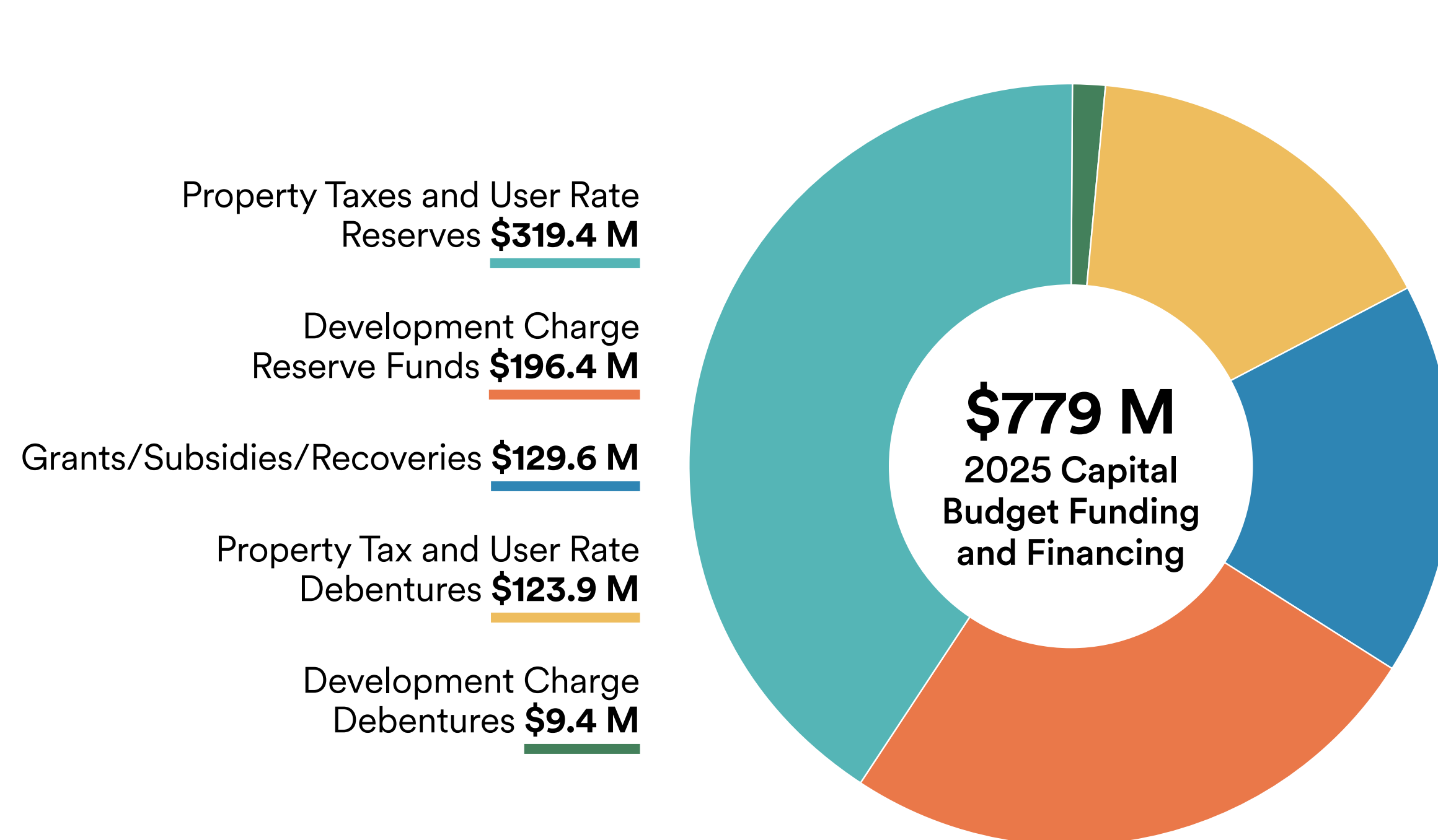
2025 Operating Budget

The Operating Budget funds programs and services that residents rely on every day, such as paramedics, transit and waste management.



2025 Capital Budget

The Capital Budget is money invested in long-term assets like roads, equipment and facilities that are essential to providing services.



Homes for all

Highlights for 2025:

- Advance the Plan To End Chronic Homelessness that was co-created with community
- Expand the Building Better Futures Plan to build even more affordable housing across the region
- Explore and provide incentives to preserve existing affordable units
- Help job seekers across the community find work through innovative and equitable employment services
- Finalize the 20-year plan to guide growth at our airport, incorporating environmental sustainability
- Streamline approvals to help us build new infrastructure and development quickly, including new housing



Equitable services and opportunities

Highlights for 2025:

- Expand much-needed childcare spaces across the region
- Establish a new strategy to help prevent youth substance use
- Work with residents to calm rural traffic in Waterloo Region's townships
- Expand MobilityPLUS to help make bus service more accessible for all
- Use Ken Seiling Waterloo Region Museum to reflect Waterloo Region's diverse, deep history
- Support people's health and wellbeing through the Waterloo Region Integrated Drug strategy, Building Safer Communities, and HART hubs
- Continue to implement the Community Safety and Wellbeing Plan, where we partner with community to help everyone feel safe and valued



Climate aligned growth

Highlights for 2025:

- Develop a plan to manage the impacts of climate change on regional infrastructure and assets
- Ensure GRT services meet growing demand
- Manage the groundwater and river that provides our drinking water
- Continue conserving water as our community grows
- Improve our public transit, trails, walkways and bike lanes so people have sustainable options to get around
- Make sure our waste management and diversion is innovative and ready to handle future needs
- Develop an urban forest management plan to care for and maintain our valuable trees and vegetation
- Reduce greenhouse gas emissions across our organization and the community



Resilient and future ready organization

Highlights for 2025:

- Continue adding easy ways for people to stay informed and engage with the Region
- Use digital technology to improve services for residents through modern data, tools, and self-serve options
- Protect regional services and data against cyber attacks
- Strengthen Public Health’s ability to respond to outbreaks and infectious disease threats
- Use reconciliation, equity, diversity, and inclusion to ensure regional services meet the diverse needs of the community
- Invest in technology and software that helps us use data to improve traffic flow and safety
- Equip paramedics with the resources they need to deliver critical health services to the community





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