



STAFF REPORT ACTION REQUIRED

Official Plan Review: Employment Uses Policies

Date:	August 27, 2012
To:	Planning and Growth Management Committee
From:	Acting Chief Planner and Executive Director, City Planning
Wards:	All
Reference Number:	p:\2012\Cluster B\PLN\pg12066

SUMMARY

This report presents for Council's consideration, directions for changes to the Official Plan's policies for employment, as part of the Five-Year Review of the Official Plan. These policy directions will inform the next phase of the employment policy review, resulting in a further report to Council later this Fall with draft Official Plan policies refining these policy directions.

The policy directions arise out of a consultant's study of employment uses across the City. The study concludes that there is potential for a large amount of growth in the City's employment over the coming decades, but that this growth will bring increasing competition for a finite land base.

Planning for employment uses in Toronto will not be business as usual. Sustaining Toronto's competitive advantage and prosperity will require a new focus on targeting new office space construction, along with continued preservation of the land base for industrial employment (manufacturing, warehousing, construction, wholesaling, utilities and the like).

The key directions for changes to the employment policies in the Official Plan are:

- Strengthen the Plan's policies to clearly integrate land use policy for offices with transit provision and economic development initiatives, and to target new office space construction in Downtown, the Centres and other transit corridors.
- Preserve 'core' areas of Employment Areas for industrial uses.
- Accommodate retail and various other services on the edges of Employment Areas.
- Consider policies addressing requirements for mixing residential and non-residential uses in Mixed Use and Regeneration Areas, including mechanisms for implementing requirements such as the use of conditional zoning or holding by-laws.

These directions will be the subject of further consultation before a final set of policy amendments is brought forward in Spring 2013.

RECOMMENDATIONS

The City Planning Division recommends that:

1. City Council endorse the following policy directions as the basis for public consultation:
 - a. Strengthen the Official Plan's policies to target new office space construction in Downtown, the Centres and areas with higher order transit;
 - b. Strengthen the Official Plan's policies to clearly integrate land use policy for offices with transit provision and economic development initiatives;
 - c. Preserve 'core' areas of Employment Areas for industrial uses;
 - d. Designate areas within the Employment Areas to provide for retail commercial uses and services, including:
 - i. areas where major retail and a variety of other services are permitted, generally on major roads on the edges of the Employment Areas; and
 - ii. areas where all retail commercial uses are permitted as well as other services, generally areas that now function as commercial ribbons or concentrations;
 - e. Identify 'Business Parks' where there are concentrations of offices in the existing Employment Areas and allow a mix of uses that would provide better amenity for the offices, including restaurants and other services for the employees, and provide for residential development on district edges near rapid transit stations provided it is in a mixed use development that includes offices and provides for intensification of employment uses;
 - f. Consider policies addressing requirements for mixing uses in Mixed Use and Regeneration Areas, including mechanisms for implementing such requirements, such as the use of conditional zoning or holding by-laws.
2. Council request the Province to issue a regulation prescribing conditions for zoning that would enable the City to require employment space to be built in conjunction with residential space.
3. Planning and Growth Management Committee forward this report to Economic Development Committee for its information.

Financial Impact

There are no financial impacts resulting from the adoption of this report.

DECISION HISTORY

In May 2011, PGM endorsed a general work program and a public consultation strategy for the 5-Year Official Plan Review and Municipal Comprehensive Review. The staff report indicated that as part of these reviews the City must review its Official Plan policies dealing with areas of employment, including the designation of lands as areas of employment and the removal of lands from areas of employment. The staff report also indicated that the Growth Plan for the Greater Golden Horseshoe (Growth Plan) allows municipalities to remove lands from areas of employment only through a Municipal Comprehensive Review. Consequently the City is conducting the MCR concurrently with the 5-Year OPR.

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2011.PG5.2>

ISSUE BACKGROUND

A key component of the Official Plan Review is the evaluation of the Plan's policies for employment uses across the City – the policies in Chapters 2 and 3 that provide general direction for the development of employment uses and the land use designations and related maps in Chapter 4 that indicate where employment uses may be located. The evaluation looks at questions such as:

- Does the plan provide enough opportunities for employment uses in the future?
- Should other uses be able to use these locations?
- How should we evaluate applications for conversion of employment lands?
- Are the policies sufficient to implement Council's future directions for employment in the City?

The Official Plan's Employment Policies

The Plan is premised on Toronto accommodating a minimum of 1.835 million jobs by 2031. The City has approximately 1.535 million jobs today. The Plan provides for employment uses in four main areas:

- Employment Areas, most of which were first planned and developed as traditional industrial areas, and are occupied by a range of employment uses. One of the Plan's key policies is that residential uses are not provided for in these areas.
- Mixed Use Areas, particularly in Downtown, the Centres and along the Avenues, but also in other locations that typically have been developed for retail and commercial uses. Residential uses may also be developed in these areas, sometimes in mixed use buildings.
- Institutional Areas, typically occupied by hospitals, universities and colleges, and defence establishments.
- Regeneration Areas, especially in the 'Kings' where the historical light industrial uses are still permitted along with the full range of commercial, institutional and residential uses.

In addition to these areas, small scale employment uses are scattered throughout the city's neighbourhoods, typically retail stores and services, and schools and other community services.

Lands designated as Employment Areas accommodate about 380,000 jobs or about 25% of the City's jobs. About 440,000 are in Downtown and another 500,000 are in other workplaces across the City. In addition, 215,000 residents either work at home or have no fixed workplace.

The Provincial Planning Context

Policy directions for the OP must be seen in the broader provincial planning context that is provided by the Growth Plan and the Planning Act.

The Growth Plan for the Greater Golden Horseshoe ('Growth Plan')

The Growth Plan contains strong policies directing municipalities to support economic development and the provision of employment uses. These policies include clear direction to protect and preserve employment lands for employment uses.

The Growth Plan contains forecasts of population and employment to the year 2031 that 'will be used for planning and managing growth.' The Growth Plan's forecast for Toronto's employment in 2031 is 1.640 million – or nearly 200,000 less than the forecast in the Official Plan. The Growth Plan came into force in 2006, about three years after the Province modified the Official Plan to include its forecast of 1.835 million jobs by 2031. The Province is presently reviewing the Growth Plan forecasts, and it is likely that a forecast horizon of 2041 will be included as a result of the review. A separate report on this agenda provides more information on the review.

The Planning Act 'Conversion' Policy

In 2006, the Planning Act was amended so that as long as the Official Plan contains policies dealing with the removal of land from areas of employment ('conversion' policies), then City Council decisions to refuse applications that propose to remove any land from an area of employment could not be appealed to the OMB.

The Official Plan Review and Municipal Comprehensive Review

The Planning Act also requires that through its Five Year Official Plan Review the City review its policies dealing with areas of employment including the designation of lands as areas of employment and the removal of lands from areas of employment. The City's decision on this aspect of the review may be appealed to the OMB. Therefore, the Five Year Review provides an opportunity for land owners to apply to convert their lands from employment uses to other uses and appeal Council's decision to the OMB.

The Growth Plan requires that such conversions may only occur through a Municipal Comprehensive Review (MCR) and specifies a set of criteria which each conversion must

meet. The City is conducting a MCR in conjunction with the 5-year Review of the Official Plan.

COMMENTS

The Employment Uses Study

Staff commissioned a comprehensive study of employment uses in the City to identify:

- evolving land and space needs for various sectors; and
- how the current Official Plan addresses these needs, and how it may need to be changed.

A consultant team lead by Malone Given Parsons was retained to carry out the study. Other members of the team included the Centre for Spatial Economics / Strategic Projections Inc, Cushman and Wakefield Real Estate Advisory Services, and Real Estate Search Corporation.

The study looked at all employment across the City, from the point of view of both the types of jobs (industrial, office, retail, etc) and the location of the jobs in terms of the Official Plan's geography (Downtown, Centres, Avenues, Employment Areas, etc).

The Executive Summary of the Study report is attached to this report. The highlights are summarized below.

A clear message

The clear message of the study is that there is potential for a large amount of growth in the City's employment over the coming decades, but that this growth will bring increasing competition for a finite land base.

The potential growth will only be realized, however, if the current policy focus on more traditional 'Employment Areas' is broadened to include areas in other parts of the City that are expected to generate most employment growth in the future, especially office growth – dense mixed use areas served by higher order transit. Achieving growth in these areas will depend on an integral alignment of planning, transit and economic development initiatives. Without this, actual employment growth will be considerably less.

Substantial growth over the coming decades

The study's conclusions are based on two sets of population and employment forecasts: 'low' estimates based on the forecasts in the Growth Plan, and 'high' estimates based on recent population projections prepared by the Ontario Ministry of Finance. These forecasts are summarized in Table 1.

Table 1: Growth Forecasts, 2011 - 2041

	2011 (estimate)	2031		2041	
		Low	High	Low	High
Population	2,722,100	3,080,000*	3,305,000	3,210,000	3,528,000
Growth after 2011		357,900	583,400	487,900	806,800
Employment	1,532,700	1,640,000*	1,941,000	1,710,000	2,116,800
Growth after 2011		107,300	408,300	177,300	584,100

* Growth Plan Forecast (Schedule 3 of the Growth Plan for the Greater Golden Horseshoe)

The employment forecasts were broken down by sector, indicating that there will be limited growth in 'industrial' jobs, but large growth in office and institutional (education, health care, etc) employment.

The study advocates a large potential growth of 70 million sq.ft. of office space to 2041, transit capacity permitting. This is about 40 million sq.ft. more than a 'business as usual' forecast. There is about 137 million sq.ft. of office space in the City today.

Increasing competition for a finite supply of land

This employment growth was used to evaluate land needs for employment. The report stresses the 'inexactness' of this science, and the illustrative nature of the space and land needs estimates, but concludes that the results 'illustrate the magnitude and implications of forecast growth potential, and a reasonable basis for comparison to what is known about the available land base for growth.'

The key result of this land needs analysis is that there will be increasing competition for a finite land resource, with the following conclusions:

- In terms of wealth-generating employment, preservation of site opportunities for future office uses is the highest leverage strategy. It has the smallest land commitment and will generate a large amount of the employment growth, but will only work where conditions are appropriate – clusters with transit connectivity / proximity to others in amenity-rich mixed-use settings.
- High wealth-generating but much more land extensive industrial employment uses have the fewest options for finding acceptable sites – preserving existing employment sites needs to be an ongoing priority in planning for the City's prosperity and competitiveness.
- The City will run out of vacant land for new industrial employment between 2031 and 2041, which means that new industrial development will require redevelopment of currently occupied lands.
- Although the City will effectively have run out of functional vacant industrial land by 2031, outside of core areas there will continue to be instances (e.g. orphaned parcels, surrounding land use change) where transition to an alternative use may be a reasonable planning decision, particularly where it might leverage more employment space. The key focus needs to be on preservation or enhancement of existing industrial or office functionality and capacity.

- The vertical stacking of retail commercial space on itself or under residential and office uses will have to become more common.

Policy Directions

The study's policy recommendations articulate four over-arching themes:

1. Integrate long range plans for transit, land use and economic policy to enable the city to develop intensified office employment clusters in mixed use environments;
2. Continue to protect industrial lands and existing industrial uses from uses that conflict with their functionality;
3. Continue to provide a variety of places for growth in the retail, service and institutional sectors;
4. Follow through on the Growth Plan direction targeting major transit station areas for intensification.

This leads the consultants to a comprehensive set of directions to inform the Official Plan's policies:

- Office development needs a better playing field and capacity targets.
- Centres need broader solutions for balanced intensification.
- Business Parks need to integrate transit and amenitization.
- Industrial lands policy must continue to protect core areas.
- 'Employment Areas' have the same protection and mitigation requirements as 'Employment Districts'.
- Avenues and Mixed Use areas need to accommodate continued intensification.
- Institutional uses need to maintain their land base and be accommodated in Mixed Use areas.

Based on these policy directions the study suggests some new ideas for the Official Plan:

- In Downtown and Centres (Mixed Uses), there should be no net loss of employment opportunities through redevelopment or redesignation process.
- Require a minimum amount of office space on larger parcels.
- Support a maximum 3-year development cycle for office buildings through policy and practice.
- Emphasis on integrating land use policy, economic development strategy and transit extension with office locations.
- Provide for some residential development on edges of business parks served by transit.
- Consider a policy requiring that costs for mitigating impacts on new sensitive uses be the responsibility of the developer of the new uses.

Summary Of Land And Space Needs For The Coming Decades

The Employment Uses study provides the foundation for the proposed policy directions for the Official Plan.

A key principle guiding policies for employment in the Official Plan's is ensuring that the plan identifies an adequate supply of land for future employment in the City – a quantitative dimension ('enough' land) and a qualitative dimension ('viable' healthy areas). This is the starting point for our policy directions.

The City has seen significant residential development and population growth since the OP was adopted in 2002. Continuing growth is forecast – the high population growth forecast will require extensive residential development. It is important to balance this residential growth with employment growth – it is one of the basic goals of planning for employment.

Land for residential development

The Official Plan provides adequate opportunities to accommodate new housing to support the forecast population growth. At the end of 2011, there are about 152,000 units in the applications pipeline, and potential for a further 325,000 units in Downtown and the Centres, on the Avenues and in other areas of potential development (e.g. Downsview, York University) in the City. More information on development potential in the City is found in 'How does the City Grow?' at <http://www.toronto.ca/planning/grow.htm>.

This means that land now preserved solely for employment uses is not needed to support forecast population growth in the context of the Growth Plan criteria that 'there is a need for the conversion.'

But it also means residential development may compete with employment development in Mixed Use and Regeneration Areas, particularly for office sites and also for other development to support retail, services and institutional job growth.

Land for Industrial Uses

Although industrial employment (manufacturing, warehousing, construction, wholesaling, utilities and the like) may only grow modestly, industrial uses will continue to consume large amounts of land and require additional land in the future. These uses will largely be restricted to their existing locations and locations in the Employment Areas, since they are often incompatible with other uses. The Employment Areas have enough vacant land and other opportunity to accommodate this growth, but the Employment Uses study indicates that this apparent surplus is illusory, when competing retail and institutional uses are taken into account. It will be important to protect the existing land base for these uses.

Office Buildings

The office employment growth envisaged by the Employment Uses study requires relatively small amounts of land – preserving site opportunities for future offices is the highest leverage strategy. The Downtown and Centres and other areas along rapid transit provide enough opportunities. Major office towers are not expected to seek locations outside downtown / the financial core. The key considerations will be to 'protect' those opportunities for office development in the face of competition from other uses, especially housing, and to ensure that they are aligned with future rapid transit expansion.

Retail Commercial Pressures

The City will experience continued growth in retail commercial space to meet the needs of the growing population. The Employment Uses study estimated the amount of new space over the next 20 years could range from 11 million to 23 million sq. ft. This new space will include all formats and seek a wide range of locations. The present approach of the Official Plan is to provide a wide range of locational choice for retail commercial development so that owners of retail properties can adapt to changing circumstances as the retail system continues to evolve.

This approach is still appropriate. Commercial uses should continue to be accommodated throughout the City. Larger centres and stores will seek large sites with good access, including large sites on arterial roads often found in Employment areas. Other stores will be well-served by smaller sites close to population and existing retail commercial concentrations, including some areas in Employment Districts that essentially function as commercial concentrations or strips. Some development will work best as single-use; but considerable amounts of new space will work in Mixed Use buildings.

Many existing retail commercial locations are designated for Mixed Use and present opportunities for redevelopment for housing. These are important opportunities to accommodate the City's growing population, but through the redevelopment process it will also be important to closely evaluate whether or not some retail commercial space should be retained.

Institutional Uses

A large chunk of the forecast employment growth will be in 'institutional' uses such as education and health care. Many of these jobs will be in office buildings and some may occupy retail space, but others will be in schools, colleges, hospitals, care homes, places of worship and the like. They have similar locational and site requirements as retail commercial space – some for large sites with good access, others for smaller spaces that may work well in a mixed use setting.

'Increasing competition for a finite land resource'

As the Employment Uses study says, 'ultimately, the most fundamental characteristics of the city's employment land base are that it is largely built out and distinctly finite.' The land needs analysis indicates that future job growth potential will be in the context of increasing competition for this finite land resource. A key component of the proposed policy directions will be addressing this competition.

The policy directions that follow focus first on the Employment areas and related 'conversion' of employment lands, and then on more generic mixed use areas where the focus will be on new office development.

Policy Direction for the Employment Areas

The results of the Employment Uses study and the assessment of future land needs for employment, indicate the direction for the treatment of the Employment Areas, both in terms of an overall vision and in terms of how we should handle the applications for conversions of employment lands.

The Employment Uses study showed that the Employment Areas are home to 36% of the manufacturing jobs in the GTA (which is the 3rd largest industrial complex in North America), that they remain remarkably vital, and that they support a critical source of employment for residents in the City's Neighbourhood Improvement Areas. The City should build on these strengths and the existing policies for the areas, but refine the policies to address competitive pressures on industrial uses, and to recognize the continued importance of accommodating new office development in some of these areas.

1. The Employment Areas should be home to a wide range of employment activities and jobs and businesses (as the OP currently recognizes).
2. Their prime function is to provide locations for industrial firms and activities that can't go anywhere else because of their impacts on other uses, but remain an important part of a diverse City economy. They need to be separated from these 'sensitive' uses, and from competition for their sites from uses that may be able to afford to pay more for them.
3. Differentiate areas within the Employment Areas to provide for employment uses that may compete with, or are less compatible with, industrial operations, especially retail commercial uses:
 - i. areas where major retail and a variety of other services are permitted, generally on major roads on the edges of the Employment Areas;
 - ii. areas where all retail commercial uses are permitted as well as other services, generally areas that now function as commercial ribbons or concentrations.
4. Identify 'Business Parks' where there are concentrations of offices in the existing Employment Areas and allow a mix of uses that would provide better amenity for the

offices, including restaurants and other services for the employees, and provide for residential development on rapid transit routes provided it is in a mixed use development that includes offices and provides for intensification of employment uses.

Potential Criteria for the Evaluation of Conversions to Residential

How we handle the conversion of sites providing employment to other uses is a key part of the present exercise.

In anticipation of the Five Year Review and MCR, the City has been receiving applications and requests to 'remove lands from areas of employment.' Preliminary reports have been presented for some applications, and in most cases Council has directed that the application be considered as part of the OP and MC Reviews. The reviews will establish the policy framework to guide the decision on each application or expression of interest.

These policy directions, in concert with the recommendations of the Employment Uses study, point to the criteria that should be used for assessing the applications and expressions of interest for conversions in the existing Employment Areas.

Conversion of lands in Employment Areas to residential.

Eligible applications will be evaluated as part of the MCR, using the Growth Plan criteria:

- Is there a need for the conversion? Generally there are adequate opportunities to accommodate the population growth outside of the Employment Areas.
- Will the City meet the employment forecast in the Growth Plan, and are the lands needed in the long term? Most land will be needed to accommodate the Growth Plan forecast, and certainly for the higher levels of growth anticipated by the Employment Uses study.
- Will the conversion affect the overall viability of the employment area? This will depend on existing businesses and operations in the area in question, and potential incompatibility of existing and proposed uses.
- Does existing and planned infrastructure accommodate the conversion? Again this will depend on the location and the existing provision of community services, water, sewers and roads in the area in question.

Although most lands will be retained for employment, there will be limited exceptions based on local context and circumstances. They will be the subject of a subsequent report.

It may be appropriate in some of these exceptions to require the provision of employment space as a condition of the permission for residential space. Some of the dimensions and issues associated with this approach are discussed in greater detail below.

Conversion of lands in 'Business Parks' to residential.

The proposed policy direction for the Business Parks in the Don Valley corridor is to strengthen them as office locations. This may include permitting residential development in mixed use projects along rapid transit lines (e.g. Sheppard Ave, Eglinton Ave). This direction, along with the Growth Plan criteria, will guide the evaluation of applications. A key consideration for present and future applications for such conversions, however, will be the provision and securing of office space in the development.

Conversion of lands in Employment Areas to major retail uses.

The Growth Plan also requires that conversions to major retail in Employment Areas be subject to a Municipal Comprehensive Review. The proposed policy direction is to allow major retail uses in some areas in the Employment Areas, subject to the Official Plan's criteria for these uses.

A future report targeted for November 2012 will set out the proposed policy framework and provide a preliminary staff opinion on the disposition on many of the conversion applications. A final decision is not anticipated until at least the Spring of 2013 following Council's consideration of revisions to the policies through the OP and MC Reviews.

Policy Direction for Mixed Use Areas

In areas where the Official Plan provides for a mixing of uses (Mixed Use, Regeneration, Institutional), employment uses of all kinds face more direct competition from residential uses, and from each other. It is in these areas that a large proportion of the potential office space will be developed. If the office potential promised by the Employment Uses study is to be realized, the Official Plan will need to more directly concern itself with creating the conditions and policy environment that will facilitate its development.

This means a clear policy direction to integrate land use policy for offices with transit planning and economic development initiatives. The transit planning now underway will build on this direction. The City provides financial incentives for office development and Council has recently endorsed the eligibility for these incentives of all office projects within 800 metres of a transit station. Alignment of land use, transit and economic development has a base on which to build.

The Official Plan could also focus more directly on the competition for potential office locations by addressing the 'mixing' requirements in locations where both residential and employment uses are permitted. This has various dimensions:

- The amount: how much office or retail space should be provided in conjunction with residential space? The Employment Uses study suggests that a policy providing for 'no net loss' of employment space be considered, along with the identification of an expected minimum jobs space component for development of parcels above a minimum threshold size in the Downtown. There is probably no definitive ratio or set

of ratios that could be codified in the Plan, but criteria may be included in the Plan to guide the evaluation of development applications, or the recommendations of local area studies.

- Regulatory mechanisms: The Official Plan or zoning can provide for mixing uses; it is much more difficult to secure the provision of office or other employment space in conjunction with residential space. Consultation could consider various options for implementing the general approach. These include mechanisms such as conditional zoning and the use of Holding by-laws as well as specifying uses by strata.

The City of Toronto Act (Sec 113(2)) provides for conditional zoning, whereby the zoning may impose conditions on the use of land or erection or location of buildings. Such conditions must be prescribed by the Province, which has not issued any regulation to this effect. Council could request the Province to issue a regulation prescribing the provision of employment space as a condition for the construction of housing in certain locations. Conditional zoning can only be used when the Official Plan has policies directing its use.

The Official Plan now lists 'phasing of development' as a condition to be met prior to removal of a holding provision. More specific policies related to phasing and types of uses in a development may be appropriate.

- Business risks: differing structural requirements, tenures and ownership forms, and market cycles heighten the potential risks to vertically mixed projects, especially those with more than two elements (e.g. residential above office above retail). Dealing with these challenges may require further study.

The City has previously addressed conversions of retail commercial uses to residential uses in Mixed Use Areas through OPA 94, which was adopted in 2009. It was appealed to the OMB and the hearing has been adjourned *sine die* awaiting the outcome of the Official Plan Review, particularly in light of Planning and Growth Management Committee's May 2011 direction to consider requiring the replacement of retail space when retail plazas and shopping centres are redeveloped.

The Employment Uses Study indicates that there is large potential growth in retail commercial space in the City and a wide range of potential locations for such space, including the Mixed Uses areas both on and off the Avenues. This verifies the importance of considering whether existing space should be retained during the redevelopment process. The possibility using of conditional zoning or Holding By-laws, and an understanding of the business risks associated with mixed residential commercial projects would also be important for this issue.

Local Considerations

Because the character of Employment Areas varies across the City, there may need to be more specific policy direction for some local areas. Such direction will be developed in the context of this overall review.

There is direction to develop a new planning framework for the South of Eastern Employment District, and that is likely to be reported out next year.

The explosive residential development in the 'Kings' over the past decade was not envisaged when the 'regeneration' approach to their future was put in place – with its vision of a continuing strong future as an employment area. New policies may be appropriate, especially in King – Spadina, to ensure a healthy mix of residential and employment uses in its future.

Economic Growth Plan

Economic Development and Culture staff are developing an Economic Growth Plan for the City. A recent report to Economic Development Committee outlined the main principles and approaches of the strategy:

- Reduce unemployment in the City
- Help small and medium sized enterprises to grow
- Strengthen regional industry clusters
- Manufacturing is a key mainstay of the Toronto economy
- Maintaining incenting and repurposing land for employment uses
- Cost competitiveness
- Time is money – accelerating the development review and approval process
- Major infrastructure investment

The report notes that the Official Plan Review and the Economic Growth Plan can complement each other. In particular that the Official Plan Review could consider developing policies to require that where appropriate, new residential development retain or increase existing employment levels.

The Employment Uses study contains an urgent message: realizing the City's potential employment growth requires a strong economic development strategy to complement land use policy. The study and the proposed policy directions presented in this report support the directions outlined in the June Economic Development Committee report on the Economic Growth Plan. City planning staff will continue to work closely with Economic Development and Culture staff to ensure that the Official Plan and the Economic Growth Plan are mutually supportive.

Transit Expansion

The Employment Uses study clearly indicated that future office development would require good transit. Developing a transit plan is another key component of the Five Year OP Review and a Council priority.

Next steps

Staff will be developing draft Official Plan policies for employment uses for Council's consideration this Fall. They will further articulate the directions provided by this report, including:

- proposed policies and land use designations to implement the directions outlined above;
- maps showing where the proposed designations should be applied in the City;
- detail on the housing capacity analysis and the City's ability to meet the population forecast;
- evaluation of the applications and expressions of interest for conversions (removal of land from areas of employment).

It is anticipated that the full set of policy amendments will be brought back to Planning and Growth Management Committee for a statutory public meeting in Spring of 2013, after public consultation over the winter.

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ATTACHMENTS

Attachment No. 1 Executive Summary of the Study, 'Sustainable Competitive Advantage and Prosperity – Planning for Employment Uses in Toronto,' by Malone Given Parsons Ltd with Cushman and Wakefield, Real Estate Search Corporation and The Centre for Spatial Economics.