



Development Variance Permit Application – Supporting
Rationale for Requested Parking and Loading Variances
(DVP00188)

Prepared for:
Mayor and Council
Township of Esquimalt

Prepared by:
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June 2, 2026



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Cover Letter

June 2, 2026

Re: Application for Development Variance Permit to Reduce parking requirements at 721 Aldebury, DVP00188

To the Mayor and Council:

I am the owner and President of Biologica Environmental Services Ltd., a long-established environmental science company that has operated in Greater Victoria for more than 30 years. I am writing in support of our Development Variance Permit application for 721 Aldebury Road.

Biologica provides specialized aquatic biological monitoring, taxonomy, and environmental assessment services to governments, Indigenous Nations, environmental consultants, and industry across Canada. We are one of the largest aquatic taxonomy laboratories in North America and are recognized for our commitment to scientific rigour, quality assurance, and the training of highly qualified personnel. At a time when many experienced taxonomists are approaching retirement, we play an important role in training and mentoring the next generation of aquatic scientists and taxonomic specialists.

As President of Biologica, I have spent several years searching for a property that could support our specialized laboratory operations while allowing us to remain within Greater Victoria. Suitable facilities are exceptionally rare. As a taxonomy laboratory, our requirements differ substantially from those of a conventional office. We require a large open laboratory area, space for sample and equipment storage, administrative offices, meeting space, and a location that remains accessible to our workforce. After a two-year search, 721 Aldebury is the first property we have identified that fully meets our long-term operational needs while allowing us to remain within Greater Victoria.

The requested variances relate to parking and loading requirements associated with a change in use classification from Manufacturing Use to Office and Professional Use (see below table). While the bylaw parking calculation results in a requirement for approximately 19 parking spaces, we believe this overestimates the actual parking demand associated with Biologica's operations. We are also requesting a reduction in the required



loading space from one loading bay to none. Biologica's activities do not involve regular truck deliveries, shipping operations, or loading activities typical of many industrial or warehouse uses. Samples are generally transported by staff or received through standard courier services, and our operational requirements do not necessitate a dedicated loading bay.

Biologica is not a public-facing business and generates very little visitor traffic. Our primary parking demand comes from employees. However, our workforce demonstrates transportation patterns that differ substantially from those assumed by standard office parking ratios. Five of our employees work fully remotely, additional staff work hybrid schedules, and our operations include field work and flexible work arrangements that reduce peak parking demand. We also operate within a workforce culture that strongly supports active transportation and sustainable commuting options.

To better understand our transportation needs, we recently conducted an employee transportation survey. The results showed that a majority of staff do not drive alone to work and instead utilize cycling, walking, public transit, carpooling, or a combination of transportation methods. These findings reflect both the values of our workforce and the nature of our business. We believe they demonstrate that the actual parking demand generated by Biologica is lower than would be predicted using generalized floor-area-based parking ratios.

Importantly, we are not simply relying on existing commuting behaviour. As part of our occupancy of 721 Aldebury, we are prepared to make further investments to support sustainable transportation and reduce parking demand. These commitments include bicycle storage facilities, end-of-trip amenities such as showers and change facilities, transit pass subsidies through the ProPASS program, carpooling incentives, continued support for hybrid work arrangements, and flexible scheduling practices. These measures are described in greater detail within the attached supporting information. In addition, we have retained Watt Engineering to undertake an independent parking assessment to further evaluate and validate our projected parking demand.

Similarly, we believe the loading space requirement exceeds the practical needs of our operation. Biologica does not generate frequent commercial loading activity, and the existing site configuration can comfortably accommodate the occasional courier, service vehicle, or equipment delivery that may occur. As a result, the absence of a dedicated loading bay is not expected to create operational challenges or impacts to neighbouring properties.



We believe this application represents modest and manageable variances for a specialized environmental science business whose transportation and loading characteristics differ substantially from those assumed by standard zoning requirements. While the bylaw parking calculation results in a shortfall of eight spaces, our employee transportation survey indicates an estimated practical shortfall of approximately three spaces. Similarly, the required loading bay exceeds the operational needs of our business. The requested variances will allow Biologica to make a long-term investment in Esquimalt, support high-skilled scientific employment, continue training future environmental professionals, and provide environmental monitoring and biodiversity assessment services that benefit communities across British Columbia and Canada.

As a local woman-owned environmental science company, we are excited about the opportunity to establish long-term roots in Esquimalt and become part of the community. We are committed to being responsible neighbours, supporting sustainable transportation, and making a significant investment in both the property and the people who work here.

Thank you very much for your consideration of this application. We appreciate the opportunity to present our proposal and would be pleased to provide any additional information that may assist in your review.

Sincerely,

A handwritten signature in black ink that reads "Tara Macdonald". The signature is written in a cursive, flowing style.

Tara Macdonald, PhD, RPBio
President
Biologica Environmental Services Ltd.

Summary of Variance Requests, DVP00188

Variance Request #1 – Reduced Parking	Count
Building Area	850.24 m ²
Parking Required by Bylaw (1/45 m ²)	19
Existing Parking Spaces (new site plan)	11
Bylaw Shortfall	8
Practical Shortfall Based on Current Employee Transportation Patterns (see supporting information)	3

Variance Request #2 – Removal of Loading Bay	Count
Building Area	850.24 m ²
Loading Space Required by Bylaw	1
Existing Loading Space	0
Requested Variance`	1



1. Background

Company Overview

Biologica Environmental Services Ltd. is a woman-owned environmental science company that has operated in Greater Victoria for more than 30 years and from its current location in the City of Victoria for approximately 18 years.

Biologica provides specialized aquatic biological monitoring, taxonomy, and environmental assessment services throughout British Columbia and Canada. Our clients include municipal, provincial, and federal governments, Indigenous Nations, environmental consultants, and industry partners responsible for monitoring, managing, and protecting aquatic ecosystems.

Taxonomy, the science of identifying and classifying organisms such as aquatic invertebrates and algae, is a foundational component of environmental monitoring, biodiversity assessment, and regulatory decision-making. Taxonomic data are used to evaluate ecosystem health, assess environmental impacts, and support resource management decisions across Canada.

Biologica is one of the largest aquatic taxonomy laboratories in North America and provides specialized expertise in freshwater and marine biological assessments. Our services support regulatory approvals, environmental monitoring programs, wastewater receiving environment assessments, biodiversity surveys, and long-term ecosystem monitoring initiatives.

As many experienced taxonomists approach retirement, maintaining this expertise has become an increasingly important challenge. Biologica is committed to advancing the discipline through scientific excellence, innovation, education, and mentorship. We actively support the training and development of future taxonomists and aquatic scientists, helping to ensure that the expertise, knowledge, and biological data required to understand and manage Canada's aquatic ecosystems remain available within Canada.

In addition to supporting environmental stewardship and regulatory compliance, Biologica contributes to the development of highly qualified personnel and scientific capacity within British Columbia. Through our work, we help strengthen the long-term sustainability of

aquatic monitoring and biodiversity assessment programs while providing stable, high-skilled scientific employment within the Capital Regional District.

Community Contributions

In addition to providing specialized environmental science services, Biologica contributes to the scientific, educational, and environmental capacity of the Capital Regional District and broader Canadian community. Through our work, we support environmental stewardship, scientific training, and evidence-based decision-making while creating opportunities for highly skilled employment in Greater Victoria. As the largest Canadian specialized aquatic taxonomy laboratory, Biologica also plays an important role in maintaining scientific expertise that supports environmental monitoring and biodiversity assessment programs across British Columbia and Canada.

Biologica contributes to the community through:

- **Training and mentorship of highly qualified personnel**, including taxonomists, biologists, and environmental scientists;
- **Support of environmental education and professional development initiatives**, helping to build future scientific capacity within British Columbia;
- **Biodiversity monitoring and environmental stewardship activities** that contribute to the understanding and protection of aquatic ecosystems;
- **Provision of scientific expertise and high-quality biological data** to support evidence-based environmental decision-making by governments, Indigenous Nations, consultants, and industry;
- **Creation and retention of stable, highly skilled scientific employment** within the Capital Regional District;
- **Preservation and advancement of specialized taxonomic expertise**, helping ensure that critical environmental monitoring capacity remains available within Canada.

2. Building Requirements

Need for Consolidation

Biologica currently occupies three separate strata units within the Bay Bridge Industrial Complex.

While these locations have served the company well, they create operational inefficiencies, fragmentation of staff, duplication of infrastructure, and limitations on future investment.

A consolidated facility would allow:

- Improved collaboration;
- Increased operational efficiency;
- Better use of laboratory infrastructure;
- Enhanced employee experience;
- Long-term investment in a permanent location.

Specialized Facility Requirements

Unlike a conventional office business, Biologica requires:

- Large open laboratory space;
- Sample processing areas;
- Storage for scientific equipment and archived samples;
- Meeting and collaboration space;
- Administrative offices;
- Receiving capability for courier deliveries, samples, and scientific equipment;
- Access to transportation corridors for field operations.

Suitable facilities that satisfy these requirements are uncommon within Greater Victoria.

After several years of searching and evaluating potential properties, 721 Aldebury Road emerged as a rare opportunity that aligns exceptionally well with Biologica's operational requirements, workforce needs, and long-term operational needs.

3. Operational Characteristics

Existing Building Use

The property at 721 Aldebury Road has been occupied by Prime Engineering since approximately 2017. According to information provided by the current owner, the building has accommodated approximately 25 employees during this period (Appendix B). This recent occupancy demonstrates the building's ability to support professional and technical employment uses and provides a useful reference point for evaluating the proposed use by Biologica.

Proposed Occupancy

Biologica currently employs 34 permanent staff. This includes five employees who work fully remotely and would not generate parking demand at the subject property.

Biologica anticipates a stabilized on-site staffing level of approximately 29 employees. This staffing level reflects our current operational requirements and is considered a realistic long-term estimate for occupancy of the building.

Although this represents a modest increase relative to the approximately 25 employees accommodated within the building since 2017, Biologica's transportation characteristics differ substantially from conventional office assumptions due to existing hybrid work arrangements, flexible scheduling, active transportation use, and proposed transportation demand management measures discussed later in this submission.

Building Utilization

The approximately 9,152 ft² (850.24 m²) building will be utilized for:

- Administrative offices;
- Data management and analysis;
- Scientific laboratory operations;
- Sample processing;
- Equipment and sample storage;
- Staff collaboration and meeting space.

The building is not intended to function as a public-facing commercial facility and is expected to generate minimal visitor traffic. Approximately one third to one half of the space will be dedicated to sample storage, equipment storage, as well as general use laboratory equipment and sample processing stations (e.g., fume hoods, sinks, drying ovens, analytical balances).

Similarly, the facility will not function as a warehouse, distribution centre, or shipping operation. Deliveries are generally limited to standard courier services, scientific supplies, and occasional equipment shipments. No routine commercial loading activities are anticipated.

4. Operational Characteristics Influencing Parking Demand

While parking requirements provide an important starting point for evaluating parking demand, several characteristics of Biologica's operations are relevant to understanding how the proposed use will function at 721 Aldebury Road. These characteristics influence both the number of employees requiring parking and the timing and distribution of parking demand throughout the day.

Remote and Hybrid Work Arrangements

Biologica currently employs 34 permanent staff, including five employees who work fully remotely and would not generate parking demand at the subject property. In addition, four administrative, data management, and analytical staff utilize hybrid work arrangements where operationally appropriate.



Biologica has successfully utilized remote and hybrid work practices for several years and intends to continue these arrangements where practical. These work models reduce transportation demand and parking requirements while maintaining productivity and operational efficiency.

Flexible Scheduling

Biologica's operations are production-based rather than customer-facing. As a result, employees are provided flexibility in scheduling their workday, with start times typically ranging between approximately 5:00 a.m. and 10:00 a.m.

This staggered scheduling reduces peak arrival and departure periods and distributes parking demand throughout the day rather than concentrating it within a narrow timeframe.

Field-Based Operations

A portion of Biologica's work involves field sampling, environmental monitoring, training, meetings, and other activities conducted away from the office. Employees are therefore not always present on-site throughout the workday, reducing peak occupancy and parking demand relative to a conventional office environment.

Limited Visitor Traffic

Biologica operates as a specialized environmental laboratory and scientific services company. Unlike many office uses, the facility is not public-facing and receives very limited visitor traffic.

Parking demand is therefore generated primarily by employees rather than customers or clients. Typical visitors consist of couriers, sample deliveries, equipment servicing personnel, and occasional client meetings, all of which occur infrequently and generally require minimal parking. These activities can be accommodated within the existing site configuration without requiring a dedicated loading bay.

Loading Characteristics

Biologica does not generate regular loading activity associated with warehouse, distribution, or manufacturing operations. Deliveries primarily consist of courier shipments, scientific supplies, and office and laboratory consumables. Deliveries of larger items, such as scientific equipment, occur infrequently and can be accommodated within the existing site configuration, including the area currently used for deliveries at the front of the building, without requiring a dedicated loading space. Given the infrequent nature of these activities, dedicating a parking space exclusively to loading functions would not reflect the operational realities of the business.

Employee Transportation Patterns

Biologica's workforce already demonstrates significant use of alternative transportation methods, including cycling, walking, public transit, carpooling, and multimodal transportation. These transportation patterns reflect both the values of the organization and the demographics of the workforce, many of whom have intentionally chosen transportation alternatives despite the limited transportation incentives currently available.

To better understand existing commuting patterns and opportunities to further reduce parking demand, Biologica conducted an employee transportation survey, the results of which are discussed in Section 5.

Frequent Transit Area Location

The subject property is located within a Frequent Transit Area and is served by existing transit infrastructure. The employee survey identified transit accessibility as an important factor influencing transportation choices, and many employees indicated they would be more likely to utilize transit if supported through employer-sponsored incentives.

Biologica's proposed Transportation Demand Management measures, including participation in the BC Transit ProPASS program, are intended to further leverage the transportation infrastructure already available within the area.



Summary of Parking Demand Characteristics

Taken together, these operational characteristics suggest that parking demand associated with Biologica's proposed use differs from what might be expected based solely on building floor area. Remote and hybrid work arrangements, flexible scheduling, field-based activities, limited visitor traffic, existing use of alternative transportation, and planned transportation demand management measures all contribute to reducing parking demand and support consideration of the requested variance.

5. Parking Demand Assessment

Current Location Parking Status

Biologica currently operates from three strata units within the Bay Bridge Industrial Complex. Across these units, approximately seven parking spaces are available for employee and operational use. Despite employing 34 permanent staff, including approximately 29 employees expected to work on-site in the long term, the company has successfully operated under these parking constraints for many years.

This experience has been made possible through a combination of remote and hybrid work arrangements, flexible scheduling, active transportation, carpooling, field-based work, and the availability of nearby public parking. These operational characteristics have become an established part of how Biologica functions and are reflected in the employee transportation survey results presented in this report.

While the proposed site at 721 Aldebury Road would not fully satisfy the bylaw parking requirement, the provision of 11 on-site parking spaces represents an increase over the parking currently available to Biologica and is expected to better support the company's operational needs.

Existing Site Parking and Loading at 721 Aldebury

The site currently accommodates 11 parking spaces (see Appendix C for updated Parking plan). The zoning bylaw also requires one loading space for the proposed use. The site plan does not currently contain a dedicated loading space. Given the nature of Biologica's



operations and limited loading requirements, a dedicated loading space is not considered necessary for ongoing operations.

Based on the applicable parking rate of one parking space per 45 m² of gross floor area, the proposed use would require approximately 19 parking spaces. This represents a shortfall of approximately eight spaces relative to the available parking supply.

Recognizing that parking demand can vary considerably depending on the nature of a business and employee commuting patterns, Biologica undertook an employee transportation survey to better understand actual parking demand associated with the proposed use.

The employee transportation survey results in the next section indicate that while the bylaw parking calculation indicates a shortfall of approximately eight spaces, the practical parking shortfall associated with Biologica's operations is approximately three spaces.

Employee Transportation Survey

A parking and commuting survey was developed to better understand current employee travel behaviours and to assess potential incentives that could influence commuting choices in the context of an anticipated office relocation. The survey was distributed electronically to all staff in April 2026 using Google Forms.

The questionnaire included a combination of multiple-choice, Likert-scale, and open-ended questions designed to capture both quantitative and qualitative information. Questions focused on current commuting modes, factors influencing transportation decisions (e.g., travel time, parking availability, weather, personal obligations), and the likelihood of using alternative transportation options if specific supports or incentives were provided, such as transit subsidies, bicycle facilities, or carpooling programs.

Survey responses were collected anonymously to encourage candid feedback. Results were compiled to identify key trends in commuting behaviour and to inform future transportation demand management planning.

A total of 24 responses were received from 27 on-site and hybrid employees employed at the time of the survey, representing an 89% response rate. Five fully remote employees were not included, as they would not be expected to generate parking demand at the subject property. Since the survey was conducted, additional positions have been filled or are in the process of being filled. To reflect anticipated stabilized operations, survey results



have been extrapolated to an on-site staffing level of 29 employees (34 permanent staff less 5 fully remote positions).

Existing Transportation Patterns

The survey results demonstrate substantial use of alternative transportation methods within Biologica's workforce. Approximately 58.3% of respondents reported utilizing transportation methods other than driving alone, including cycling, walking, public transit, carpooling, and multimodal transportation, compared to the 41.7% that drive alone (Table 1). Raw survey responses are in Appendix A.

Table 1. Projected Employee Transportation Patterns Based on Current Survey (29 On-Site Staff). Current Commute mode based on a recent survey of Biologica employees (April 2026).

Commute Mode	Percent	Expected Staff
Drive alone	41.7%	12.1
Cycle	29.2%	8.5
Drive + Cycle	8.3%	2.4
Walk	8.3%	2.4
Carpool	4.2%	1.2
Public Transit	4.2%	1.2
Carpooling, public transit and bike	4.2%	1.2
Total	100%	29.0

Practical Parking Demand

Based on employee survey results and a stabilized on-site staffing level of 29 employees, approximately 12 employees would be expected to commute as single-occupancy vehicle drivers under current transportation patterns, before any transportation management measures.

Biologica also operates two company vehicles. This suggests a total potential vehicle demand of approximately 14 vehicles under current transportation patterns.

Relative to the 11 parking spaces available on site, this represents a practical parking shortfall of approximately 3 spaces in the long term, which is less than the 8-space shortfall indicated by the bylaw parking calculation.

Key Findings

The survey provided valuable insight into existing transportation behaviour within the company and helped identify opportunities to further reduce parking demand through transportation demand management measures.

Key findings include:

- 58.3% of respondents currently utilize transportation methods other than driving alone.
- Cycling is a major commuting mode within the organization.
- Approximately 50% of respondents indicated they would be likely or very likely to utilize a subsidized transit pass. BC Transit indicates a 50% subsidy in their ProPASS program often results in a 14% reduction in drivers (1-2 drivers reduction from 12 total projected).
- Approximately 25% of respondents indicated that cycling facilities or carpooling incentives would influence their transportation choices and facilitate cycling year-round.
- Proximity to transit was identified as an important factor influencing commuting decisions.

These findings suggest that actual parking demand is lower than would be predicted based solely on floor area and that further reductions in demand may be achievable through targeted transportation demand management initiatives. It also suggests that transportation demand management measures would be effective in reducing single-occupancy vehicle commuting.

6. Transportation Demand Management

While this employee transportation survey and Transportation Demand Management assessment were prepared internally, they were developed with reference to transportation planning principles and consultation with transportation professionals. Given the time-sensitive nature of the property purchase and variance application process, a formal



Transportation Demand Management study was not completed prior to submission. However, Biologica would be pleased to undertake additional professional transportation planning work, if requested, to further support the application.

Biologica prides itself on its commitment to environmental stewardship, sustainability, and biodiversity monitoring. As environmental scientists and biologists, our workforce already demonstrates a strong commitment to low-carbon transportation, reflected in the high existing use of cycling, walking, public transit, and other alternative transportation methods identified through our employee survey.

We are committed to supporting and encouraging sustainable transportation choices among our employees. To this end, Biologica is prepared to invest in transportation demand management measures that will further reduce reliance on single-occupancy vehicles and support the use of local active transportation and transit infrastructure.

While actual behavioural changes cannot be predicted with certainty, survey responses indicate significant potential for further reductions in parking demand. Approximately 50% of respondents indicated they would be likely or very likely to utilize a transit subsidy, while approximately 25% indicated that cycling facilities or carpooling incentives would influence their transportation choices. Given that the practical parking shortfall is estimated to be only approximately three spaces, even modest participation in these programs would be sufficient to offset the remaining gap, particularly with the consideration of field crews and hybrid workers not attending the office every day. Additional reductions may be achieved through the use of Biologica-owned vehicles to support employee carpooling initiatives.

To support these objectives, Biologica commits to the following measures (also summarized in Table 2):

Existing Practices to be Maintained

1. Hybrid and Remote Work

Biologica will continue to support hybrid and remote work arrangements where operationally appropriate. Currently, five employees work fully remotely and an additional four employees regularly utilize hybrid work arrangements. These practices reduce overall transportation demand and parking requirements while supporting employee flexibility and productivity.

2. Flexible Scheduling

Biologica will continue its existing flexible scheduling practices. Employees are currently permitted to begin their workday between approximately 5:00 a.m. and 10:00 a.m., reducing peak arrival periods and associated parking demand. Because Biologica's operations are production-based rather than client-facing, these flexible schedules can be maintained without impacting service delivery.

New Transportation Demand Management Measures

3. End-of-Trip Facilities and Cycling Infrastructure

As part of future renovations, Biologica will incorporate end-of-trip facilities designed to support year-round cycling, including:

- Shower and change facilities;
- Heated and secure storage for cycling gear and rainwear;
- Covered bicycle parking.

Current bicycle utilization is approximately ten employees, including some staff who cycle regularly but drive during periods of inclement weather. To accommodate future growth and encourage increased cycling participation, bicycle storage capacity will be designed for approximately twenty bicycles.

4. Transit Incentives

Biologica will enroll in the BC Transit ProPASS program and provide a 50% transit pass subsidy to participating employees.

Based on current ridership and employee survey responses, approximately ten employees may be eligible or interested in participating. The estimated annual cost of this program for 10 employees is approximately \$4,335 and represents a direct investment by Biologica in reducing transportation demand and encouraging transit use.

5. Carpooling Incentives

Biologica will implement formal carpooling incentives, including:

- a. Use of Biologica-owned vehicles, where operationally appropriate, to facilitate employee carpooling; and
- b. Mileage reimbursement or equivalent financial support for carpool participants at a level comparable to the proposed transit subsidy program (approximately \$4,335 annually).

These measures are intended to further reduce single-occupancy vehicle trips while providing employees with flexible and cost-effective transportation alternatives.

Table 2. Existing and planned transportation demand management measures

Item	Current Status	Future Commitment
On-site staffing	29 employees	29 employees (stabilized staffing)
Remote staff	5 employees	Continue remote work arrangements where appropriate
Single-occupancy vehicle commuters	41.7% of surveyed staff	Target reduction through incentives
Bicycle commuters	29.2% of surveyed staff	Expand bicycle facilities and storage
Transit users	8.3% of surveyed staff	Increase through ProPASS subsidy
Hybrid work	4 hybrid + 5 remote staff	Continue where operationally appropriate
Flexible schedules	Existing practice	Continue staggered start times (5 am–10 am)
Covered bicycle storage	Not currently available	Storage for up to 20 bicycles
Heated storage for wet cycling gear	Not currently available	Included in future renovations
Shower/change facilities	Not currently available	Included in future renovations
Transit incentive	None	50% ProPASS subsidy
Carpool incentive	Informal	Vehicle access and mileage subsidy; availability of subsidized rides for emergency situations

7. Community and Economic Benefits

Biologica's relocation to 721 Aldebury represents more than the consolidation of an existing business. It represents a long-term investment by a local environmental science company in a community with a longstanding connection to marine industries, naval operations, environmental stewardship, and the marine environment.

Biologica's work supports aquatic environmental monitoring, biodiversity assessment, and ecosystem management programs throughout British Columbia and Canada. Our scientists work closely with governments, Indigenous Nations, environmental consultants, industry, and research organizations to better understand and protect aquatic ecosystems. The biological data we generate support environmental decision-making, regulatory compliance, and long-term environmental stewardship initiatives across the country.

Esquimalt has a long-established identity as a marine and maritime community, with strong connections to naval operations, marine industry, ship repair, and marine research. Biologica's focus on aquatic ecosystems, marine and freshwater biodiversity, and environmental monitoring aligns naturally with these existing strengths. The relocation of Biologica to 721 Aldebury would add a specialized environmental science and laboratory component to a community already strongly connected to the marine sector.

As one of the largest aquatic taxonomy laboratories in North America, Biologica contributes a unique scientific capability to the region. Taxonomy, the science of identifying and classifying organisms, forms the foundation of many environmental monitoring and biodiversity assessment programs. As experienced taxonomists retire, maintaining this expertise has become increasingly important. Biologica plays an active role in training and mentoring the next generation of aquatic scientists and taxonomic specialists, helping ensure that this critical scientific capacity remains available within Canada.

Approval of these variances would support:

- 34 permanent scientific and technical positions within Greater Victoria;
- Long-term investment in an existing industrial property within Esquimalt;
- Continued operation and long-term investment by a local woman-owned environmental science business;
- Strengthening of scientific and environmental expertise within the region;

- Training and retention of highly qualified personnel, including future taxonomists and aquatic scientists;
- Continued delivery of environmental monitoring, biodiversity assessment, and environmental stewardship services across British Columbia and Canada.

The proposed relocation will allow Biologica to establish long-term roots in Esquimalt while continuing to contribute to environmental stewardship, scientific excellence, workforce development, and the broader marine and environmental sectors that help define the community.

8. Conclusion

Biologica's request represents modest parking and loading variances associated with the relocation and consolidation of a long-established environmental science business into a building that is uniquely suited to its operational needs.

While the applicable parking bylaw requires approximately 19 parking spaces, actual transportation demand generated by Biologica is lower than would be predicted by standard office parking ratios. Employee survey results demonstrate significant use of cycling, walking, public transit, carpooling, hybrid work arrangements, and flexible scheduling. Combined with the property's location within a Frequent Transit Area, these factors support lower parking demand than would typically be expected for a comparable office use.

The survey results suggest that approximately 12 employees would be expected to commute as single-occupancy vehicle drivers at a stabilized long-term on-site staffing level of 29 employees. Including Biologica's two company vehicles, this represents a practical parking shortfall of approximately three spaces, compared with an eight-space shortfall under the bylaw calculation. Biologica's planned mitigation measures, including transit subsidies, enhanced bicycle facilities, carpooling incentives, and continued support for hybrid work and flexible scheduling, are expected to further reduce parking demand and support the long-term suitability of the site.

Similarly, Biologica's operational characteristics do not generate the type or volume of loading activity that would typically necessitate a dedicated loading space.



Approval of these variances will allow Biologica to make a long-term investment in Esquimalt, consolidate its operations into a purpose-built facility, and continue supporting 34 permanent scientific and technical positions within Greater Victoria. It will also strengthen local environmental science capacity and complement Esquimalt's longstanding connection to marine industries, marine research, and environmental stewardship.

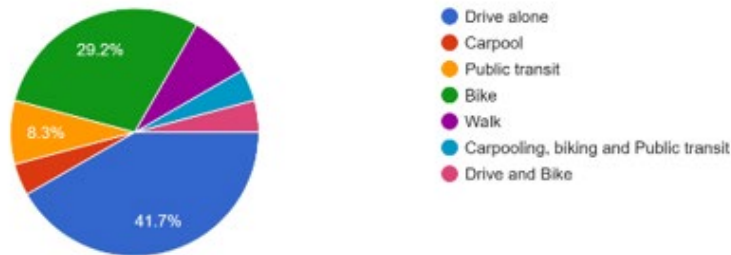
As a local, established environmental science company, we are excited about the opportunity to establish long-term roots in Esquimalt and become part of the community. We believe the requested variances are reasonable, evidence-based, and consistent with both the operational realities of our business and our commitment to sustainable transportation in the long term.

For these reasons, Biologica respectfully requests approval of the proposed Development Variance Permit.

Appendix A – Employee Transportation Survey Results

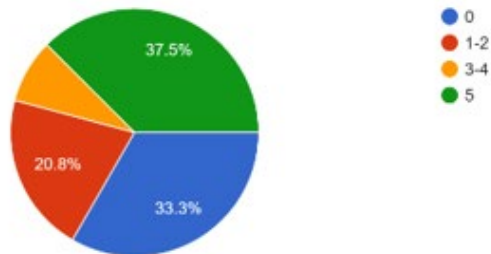
Q1. How do you currently commute to the office?

24 responses



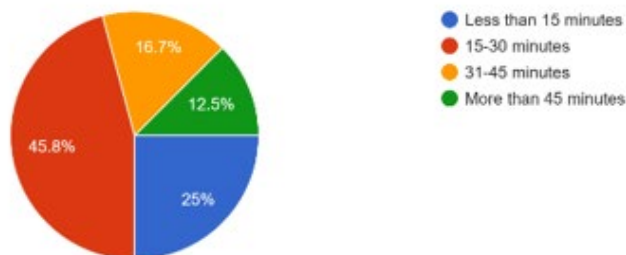
Q2. On average, how many days per week do you drive to work?

24 responses



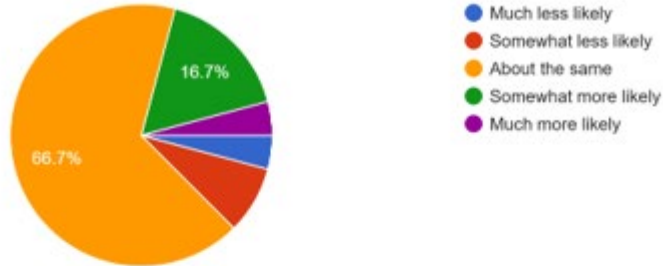
Q3. Approximately how long is your current one-way commute?

24 responses



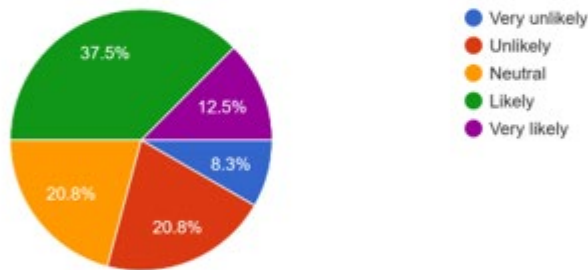
Q4. Knowing the new office would be approximately 10 minutes from the current location, how likely are you to drive to work compared to now?

24 responses



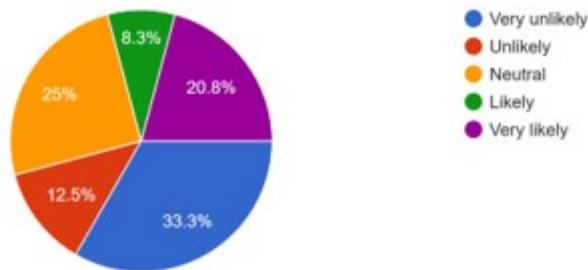
Q5. How likely would you use public transit instead of driving if a bus pass subsidy was available?

24 responses



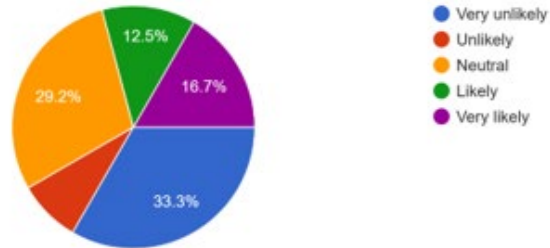
Q6. If shower and change facilities were available, how likely would you be to bike to work instead of driving?

24 responses



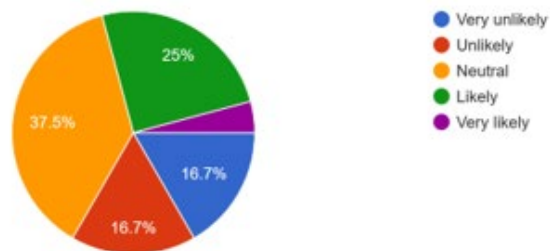
Q7. If covered bike storage was available, how likely would you be to bike to work instead of driving?

24 responses



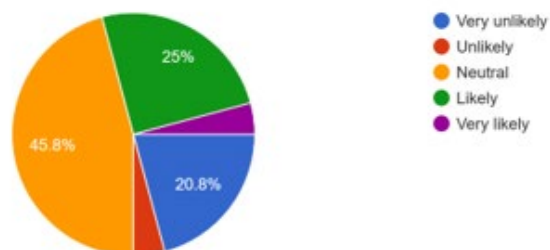
Q8. If there were a carpool matching program, how likely would you be to carpool instead of driving alone?

24 responses



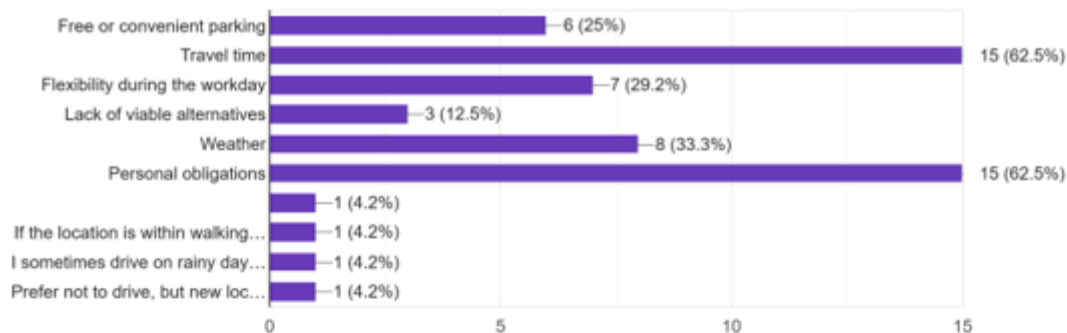
Q9. How likely would preferred parking for carpool vehicles make you to carpool instead of driving alone?

24 responses



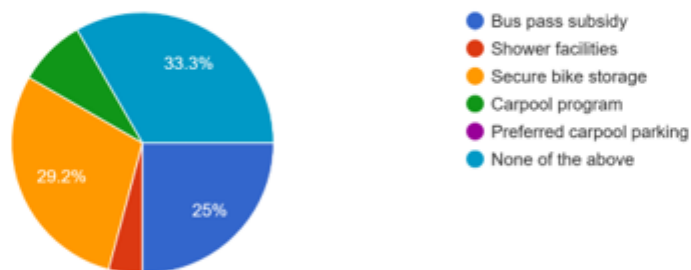
Q10. Which factors most influence your decision to drive to work?

24 responses



Q11. Which single incentive would most reduce your likelihood of driving to work?

24 responses



Q12. What additional supports or incentives would help you choose alternatives to driving? 24 responses

- I will be moving much closer to work at the end of the month so it is likely I will start walking more often for that reason alone. If the new place is within a 10 minute walk of this place it will continue being feasible for me most days.
- I will only drive if absolutely necessary :)
- If the new place is closer to a major bus route I may be more inclined to take the bus. The current location is in a bit of an awkward location for transiting to as i have to get off the bus and still walk for 10-15 minutes to get to the building. Additionally, if the new location is 10 minutes further away from where I live I may be less inclined to bike or bus to work as during rush hour that 10 minutes will balloon

- A covered bike rack/indoor bike storage and change room/place to hang my wet biking clothes, especially on rainy days, are the greatest incentives for me. Cycling is also dependent upon available bike routes/biking lanes to get to the office, so a change in location could impact that. I also drive on days I have personal obligations after work, so although a carpool system would be nice it would not be beneficial to me in that regard
- I'll be walking :)
- An area to dry soaking wet rain gear!
- Gas cards or reimbursement for those who carpool or bike to work
- I'm not sure, happily biking year round at the moment
- Nothing else to add, thanks for seeking input
- Close proximity to a Transit stop.
- ProPass
- I already prefer biking, but I end up driving because I need to combine commuting with other responsibilities. I think a space to dry wet cycling gear would be really nice. Also, not for me personally, but possibly encouraging ebikes with additional storage and charging might help?
- Locker/convenient storage spot for commute wear (active wear)
- location and proximity to efficient bus or bike routes. Since we cant afford to own a home near downtown (or near where biologica is located) that would allow for better bussing, biking or carpooling, other realistic incentives may not exist for my situation. I would spend an extra hour a day commuting by bus, and my commute by car is already quite long. My health would not allow me to bike the distance. With the move, it may open up options for me to be able to carpool to work with friends (rather than coworker, it may be unlikely that coworkers would both have the same schedule as me and come from the same area)
- Subsidies or other incentives to using alternative transportation methods
- Drive to work due to childcare needs
- It's hard to fully answer these questions because I don't know if the 10 minute difference at a new office will be further or closer than my home currently. And knowing where the office will be would also totally change whether it was on a bus route or not
- It really depends on where the new location is. A contributor to not wanting to use transit is half of the journey is walking from/to the bus stop, which eats up a lot of time.
- If the location was 10 minutes closer in the direction of where I live I could be convinced to bus or bike however if it's further into the downtown core I would not be able to manage it.
- Extra time taken for traveling is subsidized.

Appendix B - Prime Engineering Occupancy Letter

MEMORANDUM



450 Banga Place
Victoria, BC V8Z 6X5
Phone: (250) 590-8912
www.primepowered.com

SUBJECT 721 Aldebury St – Historical office use – Prime Engineering

Attention: Township of Esquimalt planning/development services

Two whom it may concern,

This letter is provided in support of a request we received to confirm how Prime Engineering used the building at 721 Aldebury St when we occupied it for offices up until 2025. The intent of this memo is to describe the historical use of the building, including the extent of office use and general occupancy levels.

Prime Engineering Ltd. has utilized the subject building as a combination of office space and light industrial/warehouse space. The building has consistently functioned as a mixed-use facility supporting engineering, administrative, and operational activities.

In terms of office space Occupancy and Staffing Levels at peak utilization (circa 2024), the building accommodated the following Prime Engineering office staff:

- Approximately 14 staff within office/workstation areas on the upper floor, and
- Approximately 11 staff within office/workstation areas on the lower floor

These staff were engaged primarily in office-based functions, with supporting access to adjacent warehouse and operational areas.

The building is divided into two primary functional areas:

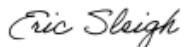
- **Office Areas:** Located on both upper and lower floors, consisting of enclosed offices, open workstations, meeting spaces, and support areas
- **Warehouse / Light Industrial Areas:** located on the lower level, used for equipment storage, assembly, staging, and operational support

A floor plan of both the lower and upper floors is attached illustrating the approximate distribution of office space relative to warehouse and other uses.

In summary, the building has historically operated as a mixed-use facility with a significant office component, supporting a combined office staff of approximately 25 personnel at peak occupancy.

Please do not hesitate to contact the undersigned should you require any additional information or clarification.

Sincerely,



Eric Sleigh, P.Eng.
VP, GM – Systems (Canada)

450 Banga Place, Victoria, BC V8Z 6X5, Phone: (250) 590-8912

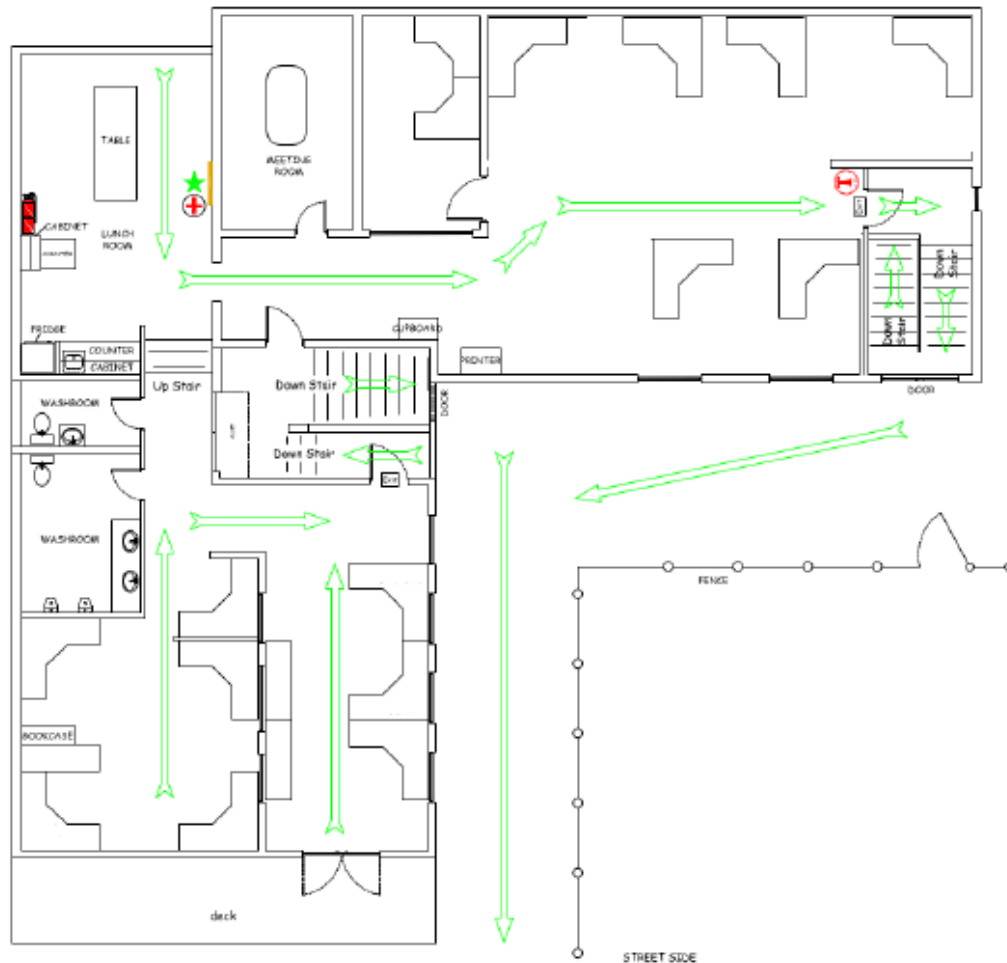


Figure 1 - Top Floor Layout

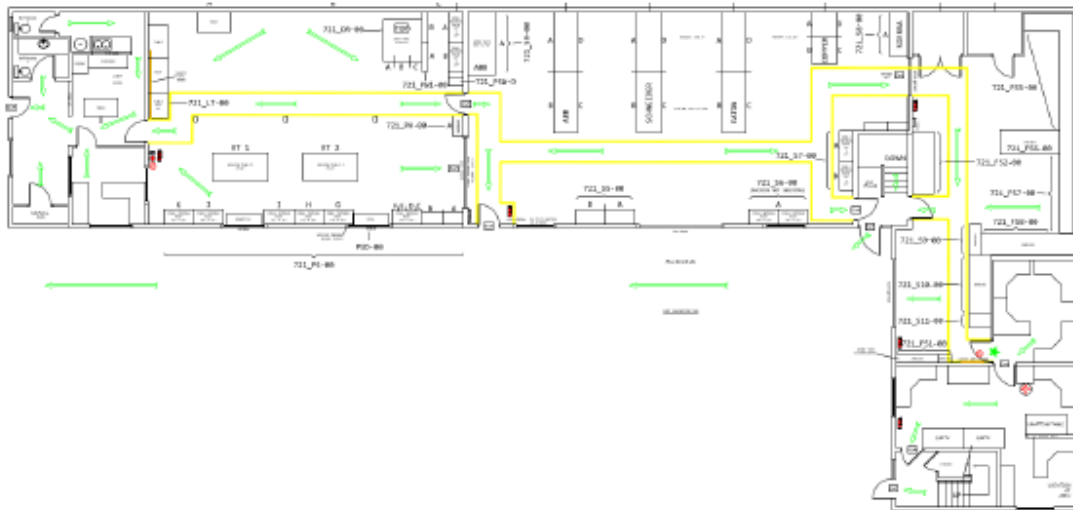
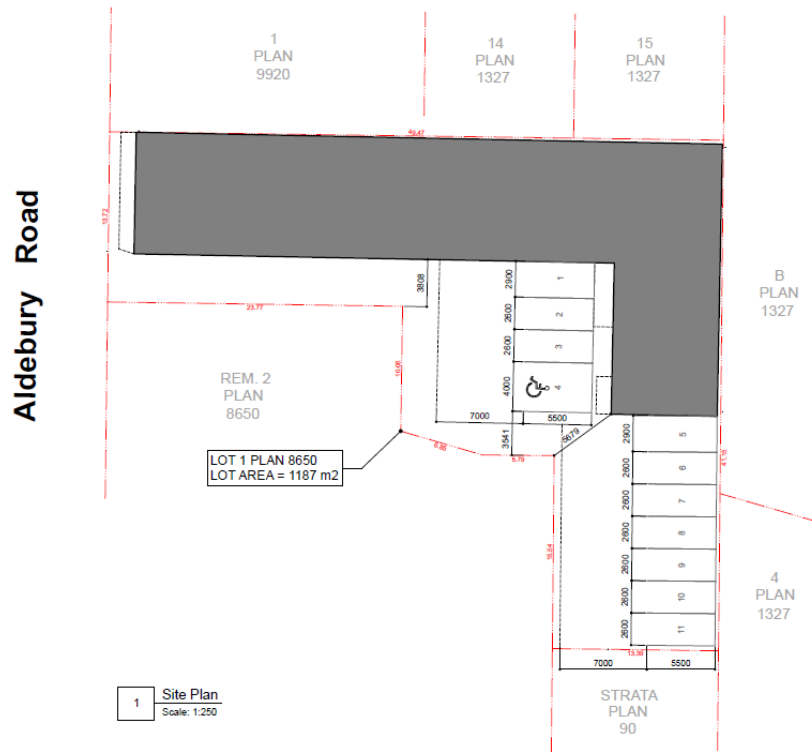


Figure 2 - Bottom Floor Layout

Appendix C - Site Parking Plan



1 Site Plan
Scale: 1:250

LOWE HAMMOND
ROYE
ARCHITECTS
2000 UNIVERSITY DRIVE, SUITE 100, VICTORIA, BC V8W 2G2
TEL: 250-383-1111 FAX: 250-383-1112

Biologica Laboratory
Biologica
721 Aldebury Street, Victoria BC

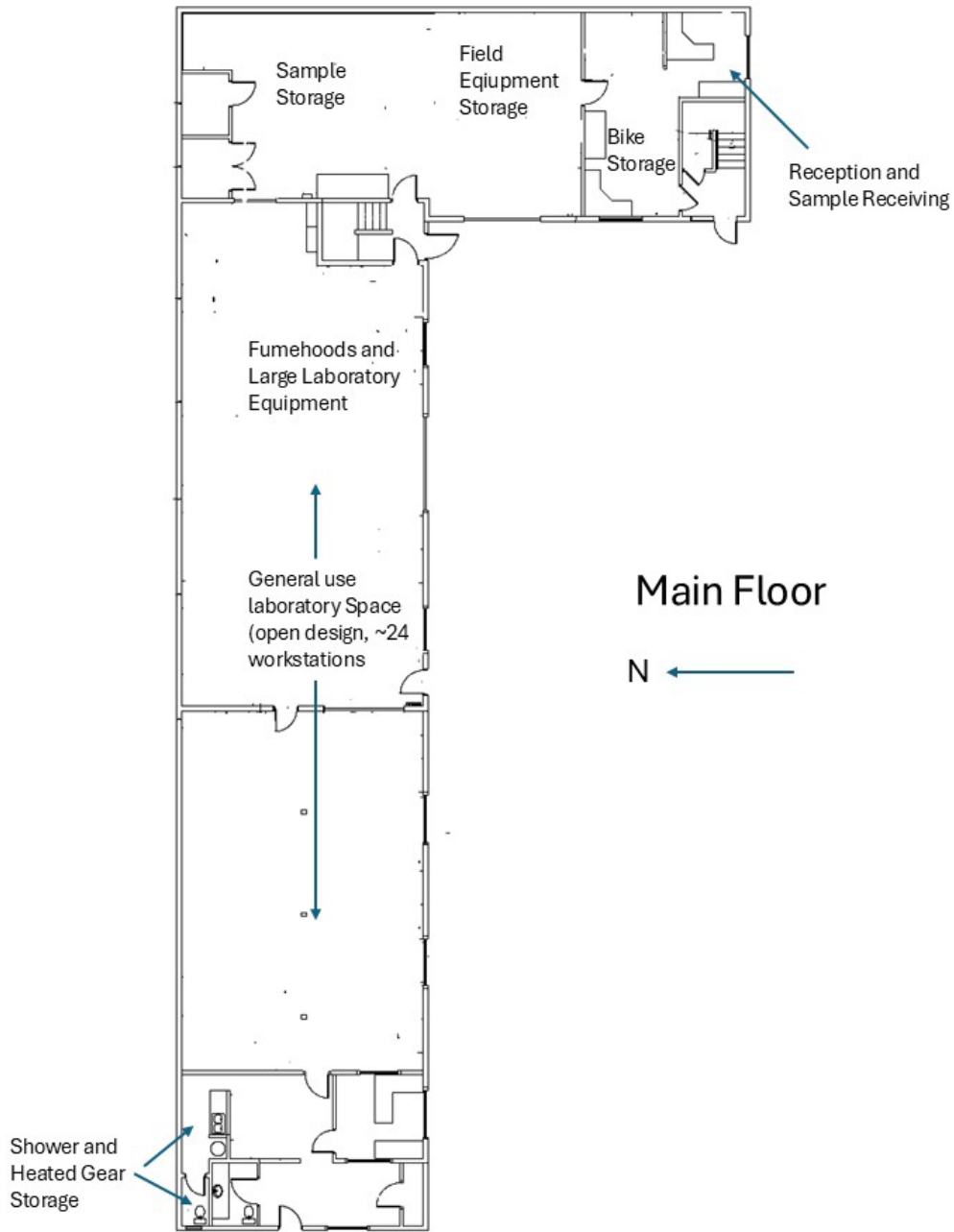
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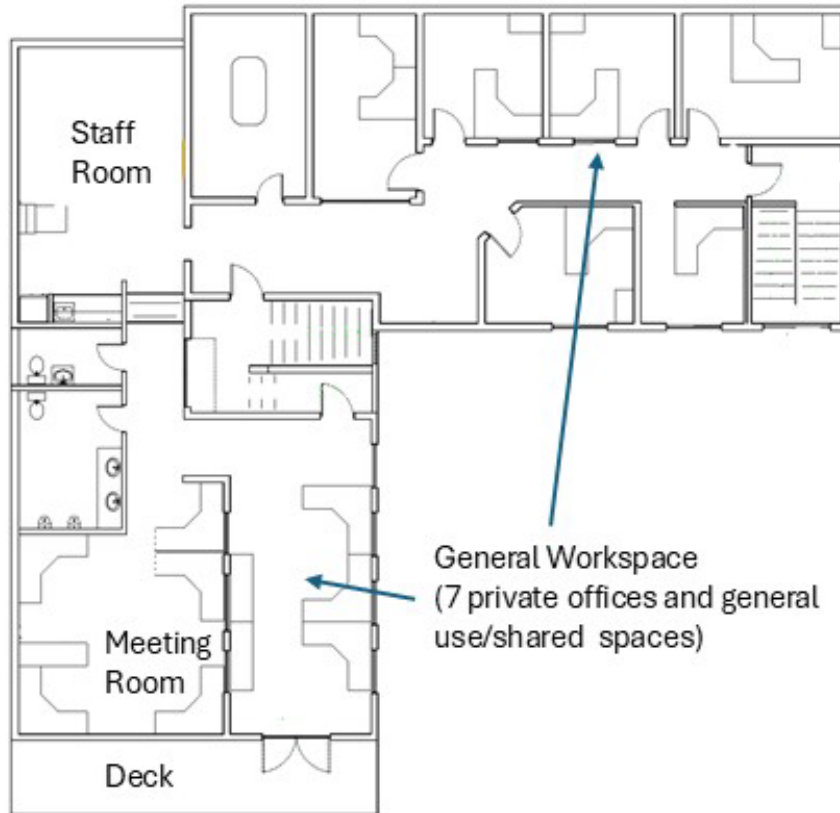
Site Plan A001
DRAFT - 5/12/17

2423

Appendix D. Floor Plans of 721 Aldebury

These floor plans are provided for the purpose of illustrating the anticipated use of the building and supporting occupancy estimates associated with this application. They are conceptual in nature and do not represent finalized renovation, laboratory, or interior design plans. Scale drawings were not available from the current owners but will be constructed as part of renovation planning.





Second Floor



Appendix E – BCLS Survey

