

Town of Cochrane

Mayoral Directive to Restructure Municipality MD-2026-11

TO ADOPT AND IMPLEMENT AN ORGANIZATIONAL RESTRUCTURING

Under the Authority: *Part VI.1 (Special Powers and Duties of Head of Council) of the Municipal Act, 2001, Section 284.6 (Powers re Organizational Structure)* the Mayor may determine the organizational structure of the municipality:

- (1) Subject to subsection (3), the powers of the municipality with respect to determining the organizational structure of the municipality are assigned to the head of council.

WHEREAS notwithstanding the authorities vested in the Mayor under the *Municipal Act*, as Mayor I reaffirm the steadfast commitment to collaborative governance, recognizing the vital importance of effectively engaging Council in the decisions that shape the community's future. Together, we embrace a shared responsibility to seek inclusive, thoughtful solutions that reflect the collective wisdom of elected leadership and serve the best interests of the public with unity, purpose, and integrity.

AND WHEREAS the Mayor and Council have developed and worked on a modified organizational structure.

AND WHEREAS council of the Town of Cochrane has been engaged in the process, provided final vetting, and supported execution of the attached organizational chart and restructuring through **resolution 2026-67**.

THE MAYOR DIRECTS AS FOLLOWS:

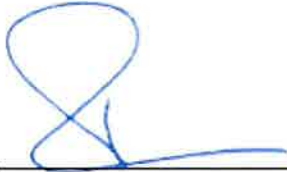
1. **THAT** the organizational structure identified as Version 2.5 February 19, 2026, and attached hereto, collaboratively developed with council, be executed as of the date of this directive, by the municipality accordingly.
2. **AND THAT** the municipality take all necessary actions to immediately begin implementing this directive in a timely manner including:
 - a. Communicate and administer clearly and effectively with municipal employees, suppliers, regional municipalities, appropriate provincial authorities, and the public at large.
 - b. Update job descriptions.
 - c. Ensure pay equity policy(ies) are applied.

Mayoral Directive to Staff MD-2026-11

d. Position transitions and vacancies are conducted and filled appropriately and expeditiously.

3. **AND THAT** the complete, timely, and effective implementation of this directive take effect immediately upon execution of this directive.

Executed this 9th day of March 2026 by:



Peter Politis
Mayor | Maire | Ogima

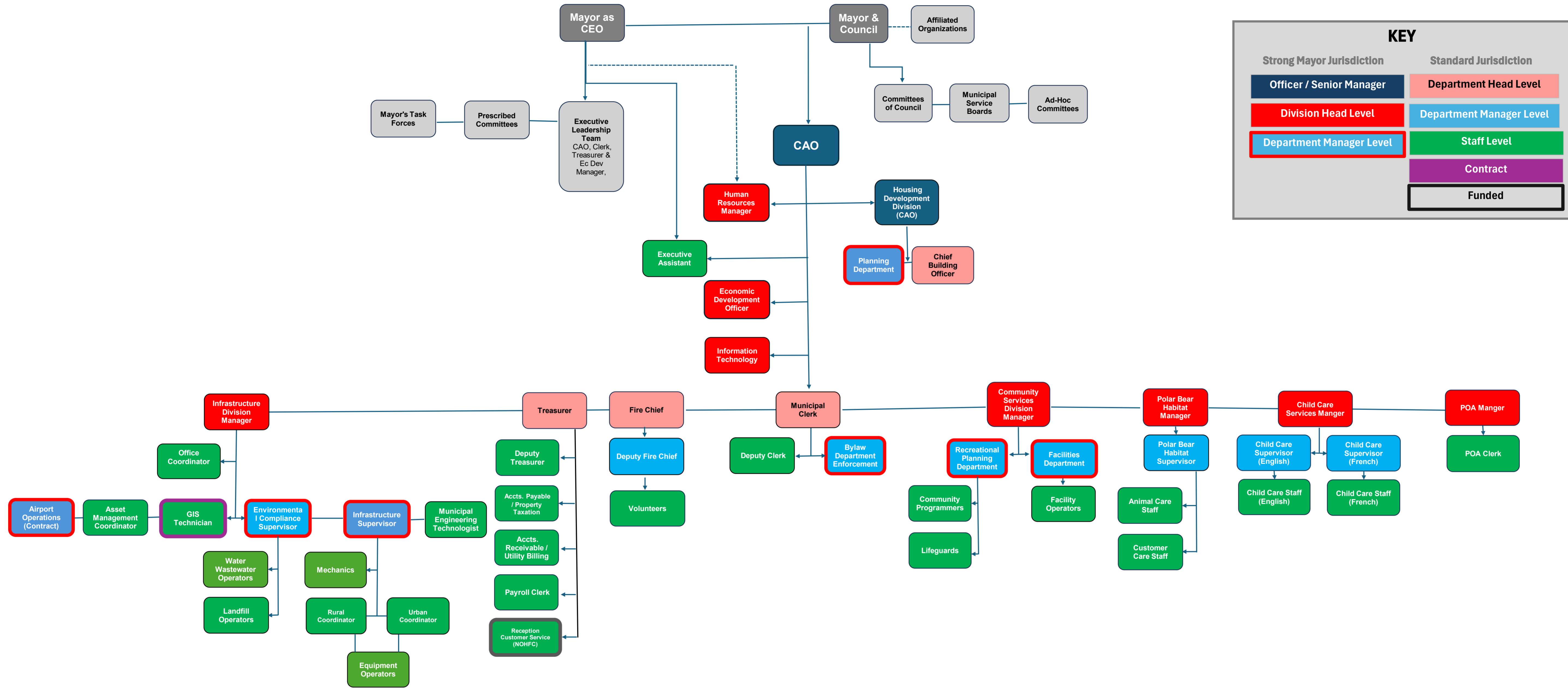


Attachments:

- *Revised Structure and Organizational Chart v.2.5 – February 19, 2026*
- *Council Resolution 2026-67*

Town of Cochrane Revised Structure and Organizational Chart

VERSION 2.5 - February 19 2026



KEY	
Strong Mayor Jurisdiction	Standard Jurisdiction
Officer / Senior Manager	Department Head Level
Division Head Level	Department Manager Level
Department Manager Level	Staff Level
	Contract
	Funded

Vacancies

Water & Sewer	Have lost two operators. Prospects in this area, Prospects in this area are always slim. One on leave.
Equipment Mechanics	We are still short one mechanic
Equipment Operators	Do we have the right compliment. We should make use of seasonal operators when needed. One off on leave.
Office Coordinator	Off on leave

Changes and Organizational

VERSION 2.5 - February 19 2026



Strong Mayor Jurisdiction	Not Subject to Strong Mayor
Officer / Senior Manager	Department Head Level
Department Head Level	Division Manager Level
Division Manager Level	Staff Level
	Contract
	Funded

IN CAMERA - COUNCIL

DATE: _____

RESOLUTION NO.:

2025⁶-67

AGENDA ITEM NO.:

MOVED BY: Bouvier; Brunet; Charron-Lemieux; ~~Hoogenhoud~~; Nelson; Recoskie; Politis

SECONDED BY: Bouvier; Brunet; Charron-Lemieux; Hoogenhoud; Nelson; Recoskie; Politis

BE IT RESOLVED THAT Council support the proposed Revised Structure and Organizational Chart draft 2.5 dated February 19/2026 as presented for discussion in closed session of the February 24, 2026;
 AND THAT the mayor reflect this ~~motion~~ resolution in ^{as support} the upcoming mayoral directive.

DECLARED THE MOTION

- CARRIED
- DEFEATED
- DEFERRED
- RECORDED VOTE - Requested by: Bouvier; Brunet; Charron-Lemieux; Hoogenhoud; Nelson; Recoskie; Politis

Mayor (Deputy Mayor)

RECORDED VOTE	FOR	AGAINST	ABSTAIN	CONFLICT	ABSENT
Councillor Bouvier <i>fb brunet</i>					<input checked="" type="checkbox"/>
Councillor Brunet <i>Reime</i>	<input checked="" type="checkbox"/>				
Councillor Charron - Lemieux <i>Reime</i>	<input checked="" type="checkbox"/>				
Councillor Hoogenhoud	<input checked="" type="checkbox"/>				
Councillor Nelson	<input checked="" type="checkbox"/>				
Councillor Recoskie					<input checked="" type="checkbox"/>
Mayor Politis	<input checked="" type="checkbox"/>				