

## Town of Cochrane

### Mayoral Directive to Hire CAO MD-2025-08

## TO HIRE THE CHIEF ADMINISTRATIVE OFFICER

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Under the Authority: *Part VI.1 (Special Powers and Duties of Head of Council) of the Municipal Act, 2001, Sections 284.5 and 284.6(2) (Powers of the CAO and Employment Matters)* the Mayor may hire and provide direction to the Chief Executive Officer:

- a) 284.5 The powers of a municipality under section 229, with respect to the chief administrative officer, are assigned to the head of council.

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**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** Council was engaged in and supportive of the decision to exercise notice with the current CAO, Chris Wray, while expressing our gratitude for his guidance through the contract.

**AND WHEREAS** Council passed in-camera resolution 2025-128 affirming its support for hiring Daniel Gagnon as Chief Administrative Officer.

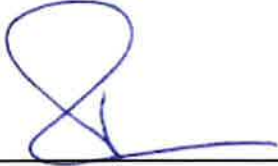
### THE MAYOR DIRECTS AS FOLLOWS:

1. **THAT** through the execution of section 4.2 “the Notice Clause” in the Interim CAO Agreement associated to MD 2025-04, that Chris Wray no longer act as CAO for the Town of Cochrane and that the contract terminate as of December 19, 2025.
2. **THAT** the municipality, under signature of the mayor, enter into an employment agreement with Daniel Gagnon as the Chief Administrative Officer of the municipality starting January 5, 2025

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3. **THAT** upon execution of the agreement, the Chief Administrative Officer work, amongst other things, on effective succession planning for the position, and effective implementation of the Mandate and Directive By-Law 1525-2022.

Executed this 12<sup>th</sup> day of December 2025 by:



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**Peter Politis**  
Mayor | Maire | Ogima

