

Town of Cochrane

Mayoral Directive to Hire CTO MD-2025-09

TO HIRE THE CHIEF TRANSFORMATION OFFICER

Under the Authority: *Part VI.1 (Special Powers and Duties of Head of Council) of the Municipal Act, 2001, Sections 284.6(2) (Powers on Employment Matters)* the Mayor may hire, dismiss, or provide any other prescribed employment powers:

284.6 (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. 2022, c. 18, Sched. 2, s. 1.

Employment matters

284.6 (2) Subject to subsection (3) and the regulations, subsection (1) includes the power to hire, dismiss or exercise any other prescribed employment powers with respect to the head of any division or the head of any other part of the organizational structure. 2022,

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 passed in-camera resolution 2025-128 affirming its support for hiring Harry Schlange as Chief Transformation Officer.

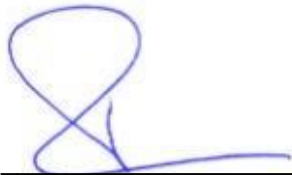
THE MAYOR DIRECTS AS FOLLOWS:

1. **THAT** the municipality, under signature of the mayor, enter into an employment agreement with Harry Schlange as the Chief Transformation Officer of the municipality starting January 3, 2025
2. **THAT** the CTO report directly to Mayor and indirectly to council as prescribed in the Municipal Act, 2001.

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3. **THAT** the term be for three months initially and subject to a workplan developed with the Mayor and adopted by Mayor Directive and Council Direction as permitted by the Municipal Act, 2001 which can adjust the term subsequently either shorter or longer.
4. **THAT** upon execution of the agreement, the Chief Transformation Officer will work on, amongst other things:
 - a. Immersing themselves into municipal operations and the community;
 - b. Analyzing operational effectiveness and functionality, identifying strengths, weaknesses, barriers, and threats;
 - c. Assessing personnel strengths, weaknesses, and risks;
 - d. Assessing workplace cultural strengths, weaknesses, and risks;
 - e. Collaborating with the Mayor (primary contact) and Council (general contact) to develop understandings, options, and recommendations;
 - f. and implement the 90-day plan presented during the interview.

Executed this 19th day of December 2025 by:



Peter Politis
Mayor | Maire | Ogima

