

Town of Cochrane

Mayoral Directive to Restructure Municipality MD-2025-10

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, 2001* 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 adopted the attached organizational chart and restructuring through resolution 2025-128.

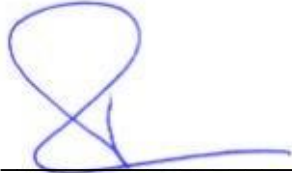
THE MAYOR DIRECTS AS FOLLOWS:

1. **THAT** the organizational structure attached hereto, collaboratively developed with council, be executed by the municipality accordingly.
2. **AND THAT** the municipality take all necessary actions to implement this structure including:
 - a. Update job descriptions.
 - b. Ensure pay equity policy(ies) are applied.
 - c. Position transitions and vacancies are conducted and filled appropriately.
3. **AND THAT** the complete and effective implementation of the attached restructuring take effect immediately upon execution of this directive.

Mayoral Directive to Staff MD-2025-10

4. **AND FINALLY**, Mayoral Directive MD-2025-02 be repealed in its entirety.

Executed this 19th day of December 2025 by:



Peter Politis
Mayor | Maire | Ogima

