



## Township of Malahide Mayoral Decision MDE-2025-02

### Delegation of Authority of CAO Appointment and Dismissal

WHEREAS Section 284.5 of the *Municipal Act, 2001* assigns to the head of council the powers previously conferred upon the municipality under Section 229 with respect to the appointment and management of the Chief Administrative Officer (CAO);

AND WHEREAS Section 284.15 of the *Municipal Act, 2001* provides that the head of council may unilaterally appoint or dismiss the CAO;

AND WHEREAS the CAO serves as the principal staff advisor to Council, and their leadership and performance are foundational to effective municipal governance, strategic execution, and organizational integrity;

AND WHEREAS Council, including the head of council, believes that the appointment and dismissal of the CAO should be made with the collective endorsement of Council to ensure democratic legitimacy, stability, and alignment with Council's overall priorities;

NOW THEREFORE BE IT RESOLVED THAT I, Dominique Giguère, Mayor of the Township of Malahide, do hereby delegate to Council as a whole, the authority under Section 284.5 of the *Municipal Act, 2001* with respect to Council as a whole, with respect to the appointment, performance management, and dismissal of the Chief Administrative Officer;

AND THAT such delegation be provided in writing and made publicly available;

AND FURTHER THAT the Human Resources Manager is directed to work with legal counsel to develop a framework or protocol governing the process for Council-led CAO recruitment, appointment, performance review, and termination decisions, consistent with relevant employment and governance best practices.

Dated this 8<sup>th</sup> day of July, 2025.

  
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Mayor, Dominique Giguère