



Office of the Lord Mayor  
Town of Niagara-on-the-Lake  
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## MAYORAL DECISION

**Decision Number: 2026-02**

**Date: January 29, 2026**

**Subject: CAO Performance Objectives**

I, Gary Zalepa, Lord Mayor of the Town of Niagara-on-the-Lake, under the authority of Part VI.1 (Special Powers and Duties of Head of Council) of the Municipal Act, 2001, Section 284.5 (Powers of the CAO), hereby direct the following to be completed in accordance with P-CAO-25-07 – CAO Performance Evaluation Policy:

1. The CAO is to formulate a Performance and Professional Development Plan aligned with the Council-approved 2022-2027 Strategic Plan; and
2. The final Performance and Professional Development Plan will be communicated to Council through the Council Information Package and subsequently published on the Town's website.

This direction is in effect as of the date stated above. It shall remain in effect unless, and until such time that, it is amended, rescinded, or revoked in writing and in accordance with the provisions of the Act.

Gary Zalepa  
Lord Mayor