

**CAMA BOARD REPRESENTATIVE FOR
MEMBER-AT-LARGE
(FOR MUNICIPALITIES WITH A POPULATION UNDER 100,000)
2024-2025 NOMINEE**



Peter Neufeld
Chief Administrative Officer
Municipality of Leamington, ON

Born and raised in Leamington, Peter is a graduate of the University of Windsor where he received both a Bachelor of Arts in Political Science focusing on public administration and a Bachelor of Laws degree.

Following graduation Peter's career includes experience in the Hospital Sector as Director of Labour Relations where he helped implement hospital mergers and restructuring. He also represented the Hospital, negotiating collective agreements with the Hospital Unions and grievance administration processes including arbitrations.

Peter furthered his significant senior management experience in the water and electricity public utilities sector as Vice President of Human Resources, and eventually as Chief Operating Officer of the water division.

Following several years in the private practice of Law in Leamington, Peter joined the Municipality of Leamington as Chief Administrative Officer in July 2014 where he continues as CAO today.

Peter has served on the Ontario Municipal Administrators Association (OMAA) Board of Directors since 2019 and has previously held the position of Second Vice-President and then First Vice-President where he also served as the Chair of the Conference Planning Committee.

Peter was appointed President of OMAA from May 2023 – May 2024 where the pivotal role is to help chart the future growth of the membership of the association, and to navigate important initiatives such as developing strong relationships with the provincial government as well as other like-minded associations focusing on good governance at the municipal level. Peter will complete his time as OMAA as Past President in May 2025.

The interest in seeking a position on the CAMA Board of Directors – Member-At-Large for Municipalities with a Population Under 100,000 stems largely from the advocacy work done at the municipal and provincial level through the OMAA as it relates to the Strong Mayor's Legislation. While the focus of the advocacy with the Ontario Government has been on the importance of good governance in municipal government, I believe that a consistent approach across provincial borders may be the path that will lead to the greatest success.

David Siegel authored a book called "Leaders in the Shadows" where the general premise is that municipal executives generally lead in the shadows of their political masters while being responsible for daily operations of the municipality and carrying out the strategic initiatives of the municipal council.

In the introduction Siegel states:

Although usually invisible, municipal CAOs are important cogs in the machinery of government.....

However, being invisible may lead to the perception that it is the Mayor and Council that are responsible for the efficient and effective running of the day-to day operations of the municipality and the implementation of the municipality's strategic initiatives. The unintended consequence of crediting the elected officials for the successes of the municipality is the undermining of the value of the CAO/City Manager in the eyes of the public and provincial governments alike.

Ensuring the value of the municipal executive is recognized and understood across the country is work I'd like to be a part of through the CAMA Board of Directors.