



ZORAN POSTIC CITY MANAGER CITY OF VAUGHAN, ON

I currently serve as City Manager for the City of Vaughan and bring more than 30 years of experience across public service, municipal operations, and the private sector, supporting strong service delivery and organizational leadership.

I have been a proud member of CAMA for the past 12 years and remain actively engaged in national conversations shaping the future of municipal leadership. In 2024, I had the opportunity to present at the CAMA Conference in Banff on strengthening workplace culture in municipal organizations. My ideas on leadership and organizational culture have also been featured in Municipal World. I strongly believe the strength of our profession comes from collaboration and learning across communities.

I joined the City of Vaughan in 2014 as Director of Transportation Services, Parks and Forestry Operations, and in 2019 was appointed Deputy City Manager of Public Works, overseeing road operations, water distribution, winter maintenance, and parks services. During this time, I launched the award-winning Vaughan Innovators program, empowering frontline employees to implement practical improvements recognized by provincial and national municipal associations.

Since being appointed City Manager in 2024, my focus has been on strengthening culture, advancing service excellence, and embedding fiscal discipline within a high-growth environment. I introduced the City Manager's Playbook, a leadership operating blueprint aligning service delivery, performance, and accountability across the organization. Working alongside an incredible team, employee engagement and confidence in leadership have increased, reinforcing a culture of ownership, collaboration, and measurable results reflected in stronger citizen and business satisfaction scores while also reducing costs on major programs. In this role, I oversee a combined \$1-billion operating and capital program serving more than 340,000 residents.

Beyond my executive roles, mentorship and community service have always been important to me. I have been a Big Brothers mentor for more than 23 years, served on the Board of Big Brothers Big Sisters of York Region, and chaired its largest annual fundraiser, Bowl for Kids' Sake. One of my proudest accomplishments is seeing my Little Brother go on to become a Big Brother himself, a full-circle example of the lasting impact mentorship can have across generations. I have also served on the Board of the Ontario Public Works Association.

I remain committed to advancing municipal leadership nationally and strengthening the profession for the next generation of City Managers.

Why Me

Serving on the CAMA Board would be an opportunity for me to give back to a profession that has shaped my career. As a City Manager, I work every day to navigate governance complexity, fiscal discipline, and rising community expectations while keeping our organization focused on delivering results for Council and residents.

Through board service, I would bring the perspective of a fast-growing municipality, a disciplined focus on operational modernization, and a strong commitment to mentoring emerging municipal leaders. I welcome the opportunity to contribute to national dialogue that strengthens the credibility and long-term sustainability of municipal administration across Canada, and I would be honoured to have your support.

