

TCMA Membership Committee
January 14, 2022, 10:00 a.m.
Virtual Meeting

Members of the Committee present: Chair Emily Crawford, City Manager, Brownwood; Vice Chair Courtney Sladek, City Manager, El Campo; Deval Allums, Senior Account Executive, Ameresco, Inc.; Austin Bleess, City Manager, Jersey Village; Meagan Borth, Assistant City Manager, Lake Jackson; Victor Brownlees, Director of Finance, Baytown; Mario Canizares, City Manager, Nacogdoches; Jeff Davis, City Manager, Brownfield; Cliff Keheley, City Manager, Mesquite; John Milford, Graduate Professional Practitioner Lecturer, The University of Texas Rio Grande Valley; Luke Olson, City Administrator, Parker; Gabe Reaume, City Manager, Saginaw; Nate Smith, City Administrator, Fairfield; Ben Thatcher, City Manager, Boerne; Carole Vanzant, Assistant City Manager, Fair Oaks Ranch; Ashley Wayman, Interim City Administrator, Rollingwood

Guests: TCMA Senior Advisors Kay Godbey and A.C. Gonzalez

TML staff: Kim Pendergraft and Emily Hughes

Committee Chair Emily Crawford called the meeting to order at 10:00 a.m. and thanked the committee members for attending.

The Committee reviewed and discussed a “Best Practices” checklist to help TCMA regions recruit new members and welcome new members to their respective regions. The list will be added to the region information on the website, shared with region presidents, and updated annually.

The Committee reviewed and discussed membership growth trends, goals, and best practices for TCMA regions. A friendly competition between regions with a membership growth goal of 5 percent per region was set. **Emily Hughes will send the goal to the region presidents in their February membership report and will include a list of non-members.**

TCMA Senior Advisors Kay Godbey and A.C. Gonzalez discussed the status of updates to the Member in Transition Program. **Kay will incorporate suggested changes and provide an updated copy of the Program for the Board to review.** A.C. discussed the mental health/well-being part of the Program. A mental health subcommittee was created and includes: Cliff Keheley (Chair), Ben Thatcher, Gabe Reaume, Nate Smith, John Milford, and Ashley Wayman. **Cliff and A.C. will email those Committee members unable to attend the meeting inviting them to serve on the subcommittee.**

The Committee discussed the Salary Survey. The 2021 Salary Survey had a 56 percent participation rate. **On a motion by Cliff Keheley and a second by Mario Canizares the Committee recommends to the Board that the Salary Survey be conducted by TCG. Kim Pendergraft will work with TCG to incorporate suggested changes and provide a copy for the Committee to review.**

The Committee reviewed and discussed nominations for the Professional Awards.

On a motion by Mario Canizares and a second by Nate Smith, the Committee recommends to the Board that Noel Bernal, City Manager, Brownsville, be awarded the Administrator of the Year Award.

On a motion by Mario Canizares and a second by Cliff Keheley, the Committee recommends to the Board that Tom Hart, Dan Johnson, and Mike Perez be awarded the Lifetime Achievement Award.

A record number of nominations for the Lifetime Achievement Award was received with the top three being recommended to the Board. This may be a trend in upcoming years due to an expected high number of retirements. The Membership Committee would like guidance from the Board on how to approach the selection process. The Committee requests the Board to consider a fourth award to the next highest voted recipient of the Committee.

On a motion by Carole Vanzant and a second by Cliff Keheley, the Committee recommends to the Board that Jordan Matney, Assistant City Manager, New Braunfels, be awarded the Mentoring Award.

On a motion by Cliff Keheley and a second by Mario Canizares, the Committee recommends to the Board that Taylor Lough, Economic Development Manager, Anna, be awarded the Assistant of the Year Award.

On a motion by Luke Olson and a second by Nate Smith, the Committee recommends to the Board that the City of Taylor be awarded the City Council of the Year Award.

The Committee reviewed the interview process for Certified Public Manager and Clarence Ridley scholarships. **Emily Hughes will send an agenda with the interview schedule to the Committee.**

The next meeting will be April 1 at 9:00 a.m. in Austin.

The meeting adjourned at 12:35 p.m.