

# **TC City Commissioners Shared Agreements**

**Adopted Unanimously by the City Commission on May 11, 2026**

These Shared Agreements were developed and approved by the City Commission to describe how they want to work together as a governing body.

They reflect a shared commitment to respectful deliberation, effective decision-making, and clear roles between Commissioners and staff. They are intended to guide how the Commission engages in discussion, makes decisions, and works together to serve the community.

Shared Agreements are intended to be used as:

- A guide for how we conduct discussions and make decisions
- A way to support respectful disagreement and shared understanding
- A reset point when conversations become unproductive
- A way to maintain clear boundaries between governance and management
- A reflection of the leadership we model to each other, staff, and the community

They are meant to be referenced and used in preparation for deliberation, during meetings, and in how Commissioners work with one another.

## **Shared Agreements**

### **I. Communications and Meeting Conduct**

- In order to make decisions, we will clearly communicate our expectations.
- We will invite relevant perspectives early in discussions so expectations are realistic and informed by subject matter professionals and affected parties.
- We will come prepared by reviewing materials in advance, and when possible, provide staff with questions in advance.

### **II. Handling Disagreement and Decision-Making**

- We will respect the decision of the majority and move forward as a body while recognizing our right to individual expression and reasoning.
- We will follow the rules of order and make space for perspectives before making a decision.
- We will listen openly, assume good intent, disagree respectfully, and focus our comments on the merits of positions.

- We will clearly explain, as much as possible, the reasoning behind our decisions and will summarize decisions, whether or not they move forward.

### **III. Engaging with Staff, Staying in Role, and Public Communication**

- We will respect the governance framework established in the City Charter by focusing on policy and outcomes while refraining from interference in management and operations.
- We will engage staff through coordinated channels that respect organizational structure, staff capacity, and aligned priorities.
- We will treat staff as trusted professionals and separate policy disagreements from judgments about staff competence.
- Commissioners work to ensure relevant information being relied upon in deliberation is shared through appropriate channels so all members have access to the same information base before deliberations.