



City of Phoenix

December 31, 2025

Tamara Weaver

Sent Via: Email – [REDACTED]

RE: Dismissal and Closure of Ethics Inquiry EC-25-13

Dear Tamara Weaver:

I am writing to formally notify you that the Ethics Commission (“Commission”) met on December 18, 2025, and after a thorough review and consideration of Ethics Inquiry EC-25-13 (“Ethics Complaint”), the Commission voted to dismiss the Ethics Complaint.

The Commission’s decision was based on a comprehensive assessment of the available facts and in accordance with relevant city ordinances, policies, or procedures, including but not limited to, Phoenix City Code Sec. 2-52 and 2-53. The Commission dismissed the Ethics Complaint by an affirmative vote of at least four members, based upon a determination that the Ethics Complaint was facially insufficient to warrant investigation. Pursuant to Phoenix City Code Sec. 2-53, the dismissal of the Ethics Complaint is not subject to review, and the matter is now closed.

For additional information, please see the City of Phoenix Ethics Commission website for meeting results, minutes, and resources, including the Bylaws, Rules of Procedure, and Ordinances: www.phoenix.gov/ethics.

We appreciate your cooperation and understanding regarding this matter. Should you have any questions or require additional information regarding our decision, please contact the Commission at ethics.commission@phoenix.gov for further clarification.

Sincerely,

Sam Leyvas
Ethics Commission Chair



City of Phoenix

December 31, 2025

Andrea Crouch

Sent Via: Email – [REDACTED]

RE: Dismissal and Closure of Ethics Inquiry EC-25-13

Dear Andrea Crouch:

I am writing to formally notify you that the Ethics Commission (“Commission”) met on December 18, 2025, and after a thorough review and consideration of Ethics Inquiry EC-25-13 (“Ethics Complaint”), the Commission voted to dismiss the Ethics Complaint.

The Commission’s decision was based on a comprehensive assessment of the available facts and in accordance with relevant city ordinances, policies, or procedures, including but not limited to, Phoenix City Code Sec. 2-52 and 2-53. The Commission dismissed the Ethics Complaint by an affirmative vote of at least four members, based upon a determination that the Ethics Complaint was facially insufficient to warrant investigation. Pursuant to Phoenix City Code Sec. 2-53, the dismissal of the Ethics Complaint is not subject to review, and the matter is now closed.

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We appreciate your cooperation and understanding regarding this matter. Should you have any questions or require additional information regarding our decision, please contact the Commission at ethics.commission@phoenix.gov for further clarification.

Sincerely,

Sam Leyvas
Ethics Commission Chair



City of Phoenix

DENISE ARCHIBALD
CITY CLERK

To: Ethics Commission
ethics.commission@phoenix.gov

Date: November 14, 2025

From: Denise Archibald
City Clerk

Subject: TRANSMITTAL OF ETHICS COMPLAINT NUMBER EC-25-13

On November 13, 2025, the City Clerk Department received the attached ethics complaint from Tamara Weaver.

Pursuant to Phoenix City Code, Section 2-53(H), I am forwarding this complaint to you, to be placed on the agenda of the Commission's next available meeting.

Enclosure: Ethics Complaint

ec: Respondent
Jeff Barton, City Manager
Lori Bays, Assistant City Manager
Alan Stephenson, Deputy City Manager
Julie Kriegh, City Attorney
Deryck Lavelle, Chief Assistant City
Attorney Hope Olguin, Deputy City Clerk



City of Phoenix

Time Stamp

City Clerk's Office Use Only

Ethics Inquiry Number: EC - 25-13

Date Filed: 11-13-2025 (By GMAU)

Date Forwarded to Ethics Commission: 11-14-2025

Ethics Commission Meeting Date:

CITY CLERK
RECEIVED

2025 NOV 13 P 4:58

ETHICS INQUIRY FORM

Name of Public Official Andrea Crouch

Elected Official: ☐ Mayor ☐ Councilmember / District 1

Board / Commission Member: North Gateway Village Planning
(Name of Board or Commission) Committee

Month / Year when Conduct Occurred September/Oct/Nov 2025

Tamara Weaver

Person Filing Inquiry

Tamara Weaver

Printed Name

Mailing Address (Number, Street, Unit)

City, State, Zip

E-mail Address

Phone

Under penalty of perjury, I affirm that I am a City of Phoenix resident and that the attached statement in support of this inquiry is based on my personal knowledge of the events and is true and correct to the best of my knowledge and belief.

Signature

Date

11-13-2025

This form must be filed with the Phoenix City Clerk's Office
In person at 200 W. Washington St., 15th Floor, Phoenix, AZ 85003 OR
as an attachment to an email to: clk.director@phoenix.gov

From: [REDACTED]
To: [CLK Director Office; MGR Ethics Commission](#)
Cc: [Jim Waring; Council District 2 PCC; Debra W Stark; Council District 3 PCC; Laura Pastor; Council District 4; Betty S Guardado; Council District 5 PCC; Kevin L Robinson; Council District 6 PCC; Anna M Hernandez; Council District 7 PCC; Kesha Hodge Washington; Council District 8 PCC; PDD North Gateway VPC; Adrian G Zambrano; Sarah Stockham; Racelle Escobar; Ann M O'Brien; Mayor Gallego; Council District 1 PCC](#)
Subject: Ethics Inquiry-Andrea Crouch
Date: Thursday, November 13, 2025 2:38:47 PM
Attachments: [EthicsInquiry-Andrea Crouch.pdf](#)
[Crouch Website.pdf](#)
[Crouch Facebook.pdf](#)

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City Clerk, please see attached Ethics Inquiry and supporting documentation.

Adrian/Sarah, please add to the North Park public comments file.

Rezoning Case No. Z-139-24-1 & General Plan Amendment Case Nos. GPA-NG-1-24-1 & GPA-NG-2-24-1.



City of Phoenix

Time Stamp

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Ethics Inquiry Number: EC - _____

Date Filed: _____

Date Forwarded to Ethics Commission: _____

Ethics Commission Meeting Date: _____

ETHICS INQUIRY FORM

Name of Public Official Andrea Crouch

Elected Official: ☐ Mayor ☐ Councilmember / District 1

Board / Commission Member: North Gateway Village Planning
(Name of Board or Commission) Committee

Month / Year when Conduct Occurred September/Oct/Nov 2025

Tamara Weaver

Person Filing Inquiry

Tamara Weaver

Printed Name

[Redacted]

Mailing Address (Number, Street, Unit)

[Redacted]

City, State, Zip

[Redacted]

E-mail Address

Phone

Under penalty of perjury, I affirm that I am a City of Phoenix resident and that the attached statement in support of this inquiry is based on my personal knowledge of the events and is true and correct to the best of my knowledge and belief.

[Redacted]

Signature

11-13-2025

Date

This form must be filed with the Phoenix City Clerk's Office
In person at 200 W. Washington St., 15th Floor, Phoenix, AZ 85003 OR
as an attachment to an email to: clk.director@phoenix.gov



City of Phoenix

DENISE ARCHIBALD
CITY CLERK

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Date: November 14, 2025

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Attorney Hope Olguin, Deputy City Clerk

Ethics Inquiry Statement - Conflict of Interest

Andrea Crouch currently serves as a member of the North Gateway Village Planning Committee. According to her website and Facebook page, she has actively promoted TSMC and related real estate developments in proximity to the site. Given the potential for personal financial benefit, this situation is perceived as a conflict of interest.

The community respectfully requests that Ms. Crouch abstain from voting on matters related to North Park rezoning.

TSMC and Pulte are applicants on rezoning for NorthPark, Rezoning Case No. Z-139-24-1 & General Plan Amendment Case Nos. GPA-NG-1-24-1 & GPA-NG-2-24-1.

TSMC North Phoenix Housing Impact in 85085

By **Andrea Crouch** / July 23, 2025  Comment

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Why Norterra is a Safe and Smart Real Estate Investment in the TSMC Era

To My Valued Clients and Future Neighbors in Norterra (85085),

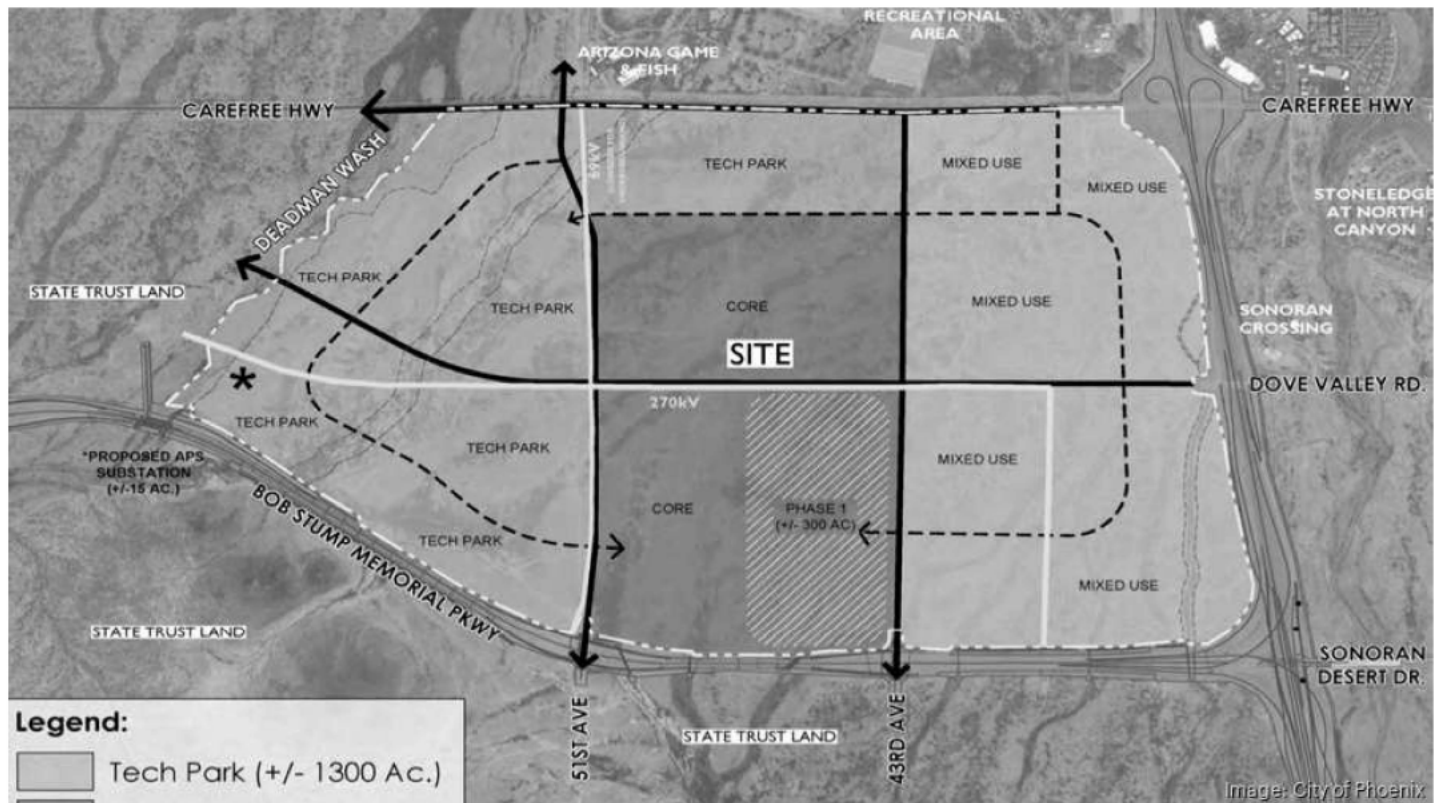
As your dedicated local expert and a top **Norterra Realtor** and **85085 Realtor**, I want to cut through the national news headlines and focus on the one mega-trend that is fundamentally reshaping our community: the colossal, multi-billion dollar investment by **TSMC (Taiwan Semiconductor Manufacturing Company)** in North Phoenix. This is not a cyclical boom; this is a **structural change** that has permanently elevated the value proposition of owning property in Norterra. If you are selling, this influx guarantees qualified, high-income buyers. If you are buying, you are securing an asset in the most economically resilient zone in the Valley.

The Unprecedented Economic Anchor: TSMC

The scale of TSMC's commitment—a multi-billion dollar campus set to produce the world's most advanced chips for AI, defense, and high-tech sectors—is almost impossible to overstate. With over six planned fabrication facilities and a total investment that has already exceeded **\$165 billion**, this project, bolstered by the U.S. CHIPS Act, represents a generational investment in the nation's technology supply chain.¹



For Norterra and the 85085 area, this translates to three massive, non-negotiable real estate advantages:



For Norterra and the 85085 area, this translates to three massive, non-negotiable real estate advantages:

1. The Proximity and Commute Premium

Norterra is uniquely positioned as the absolute preferred master-planned community for TSMC's incoming workforce. While other cities are scrambling to build new homes on distant parcels, Norterra (specifically the 85085 zip code) offers established, amenity-rich living with an unbeatable commute.

10-Minute Access: Our proximity to the I-17 and Loop 303 corridor means that the thousands of high-wage engineers, technicians, and managers can enjoy a lifestyle that simply isn't available in other communities farther afield. They are bypassing the heavy Phoenix traffic bottlenecks to the south and west.

The Buyer Profile is Locked In: TSMC's workforce commands salaries often exceeding \$100,000 annually.

²This is a buyer segment that prioritizes quality, convenience, and top community amenities. They are choosing properties in established, master-planned neighborhoods like Fireside at Norterra and Union



Park at Norterra, driving strong demand for homes ranging from the \$500s to over \$1 million. Consult your Norterra Realtor for the latest market data on these highly sought-after areas.

2. Long-Term Stability and Price Resilience is Guaranteed

In a market that is undergoing a healthy rebalancing, Norterra has a strategic hedge against broad market fluctuations. The TSMC investment creates unparalleled, long-term stability built on a global commitment.³

A "Sticky" Economic Base: Semiconductor manufacturing is a capital-intensive, high-security industry that cannot easily relocate. This job base is supported by extensive federal and state investment and is critical to national security, ensuring it will remain in place for decades. This means the tens of thousands of direct and indirect jobs—from technicians to executives—are permanent, high-wage positions.⁴ This "sticky" economic base acts as a permanent anchor, protecting our property values far better than areas relying on less specialized, volatile industries.

Infrastructure Investment: TSMC's arrival has fast-tracked billions in local and regional infrastructure upgrades—from new roadways to utility and water improvements.⁵ These are permanent assets that enhance the quality of life and business logistics for the entire region, securing Norterra's long-term desirability and value retention.

3. The Desert Lifestyle: Outdoor Activities and Community Appeal

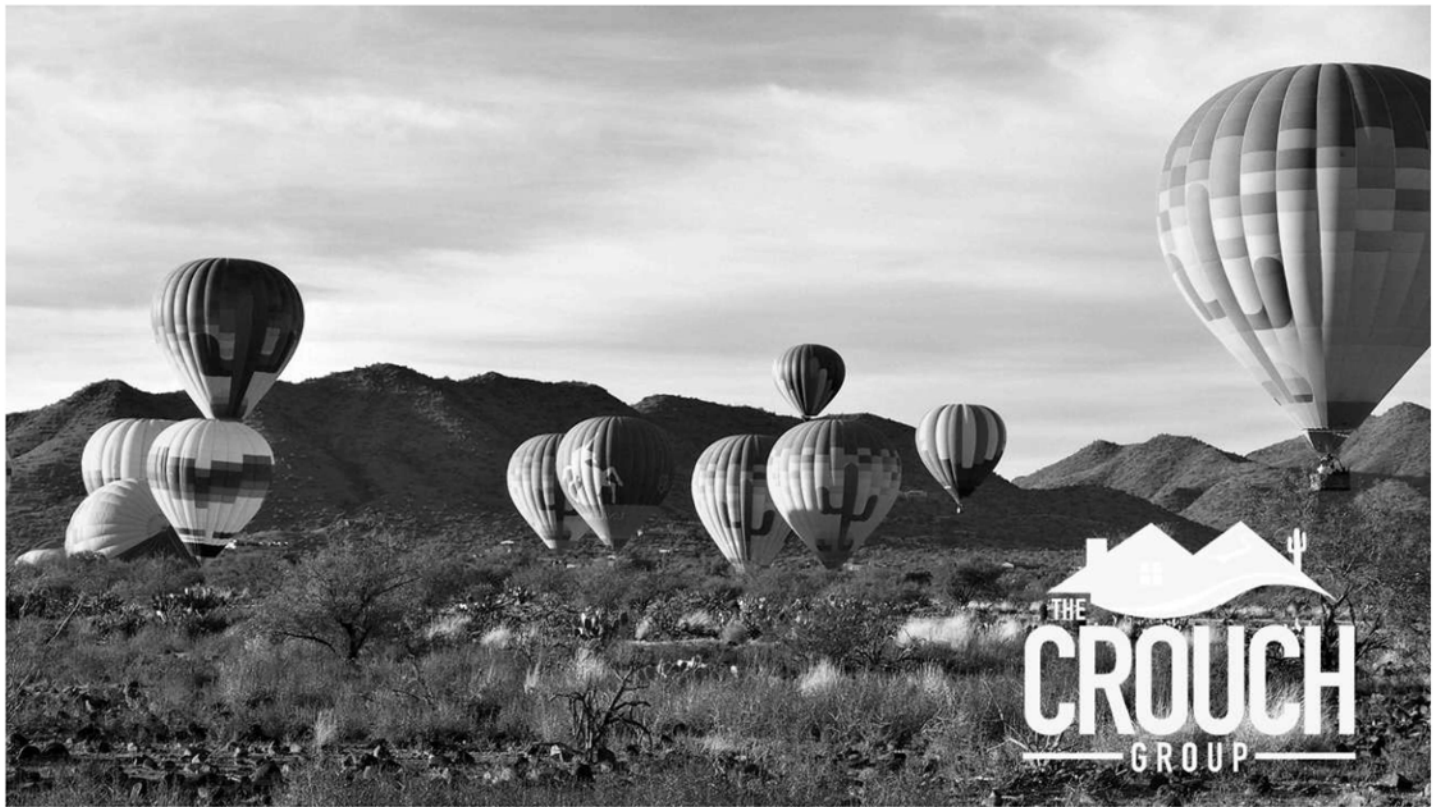
Relocating professionals from TSMC are not just buying a house; they are buying a balance of work and lifestyle. Norterra's location at the base of the mountain preserves is a major recruitment asset for high-tech workers who value an active, outdoor life.

Gateway to the Sonoran Desert: Norterra is minutes from major access points to the Sonoran Desert Preserve, giving residents instant access to miles of scenic hiking, mountain biking, and trail running. This proximity to nature is a top priority for families relocating from denser urban areas.

Master-Planned Amenities: Communities like Fireside at Norterra, with its dedicated 14,000-square-foot resort-style amenity center (pools, fitness, clubhouse, rock-climbing wall), and Union Park at Norterra, with its extensive park system and pickleball courts, offer a move-in ready, high-quality community life that perfectly complements the active Arizona lifestyle.⁶

Walkability and Convenience: The blend of the active outdoor life with the easy access to local dining, retail, and entertainment at The Shops at Norterra provides the critical balance of urban convenience and outdoor adventure that appeals directly to incoming executives and their families.





Homeowners and Investors

The global story of semiconductor manufacturing resilience is our local story of sustained property value. TSMC is not just building chip fabs; they are building the economic foundation for North Phoenix for the next 30 years.⁷ Owning in Norterra places you at the epicenter of this growth.

The time to strategize your move is now, while the market is adjusting, but before the full force of the TSMC hiring wave drives intense competition. Contact The Crouch Group your trusted Norterra Realtor/85085 Realtor today.

To Check out homes for sale around the TSMC Click here:

<https://www.crouchgroupaz.com/tsmc-north-phoenix-homes-for-sale/>

About us.

The Crouch Group AZ, led by co-owner Andrea Crouch, is a prominent real estate team in the Phoenix metro area with over 18 years of experience. Known for their client-centric approach, they help clients achieve their homeownership goals by expertly managing transactions from start to finish.



Specializing in everything from condos to luxury homes, the team ensures a smooth and stress-free experience.

Andrea is a highly awarded professional, named Phoenix REALTOR® of The Year in 2022 and a multiple-time eXp ICON Award winner. Her commitment extends to significant leadership roles, including serving as President of Phoenix REALTORS® in 2022. The Crouch Group AZ's office is located in North Phoenix at Fireside at Norterra.

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Stetson Hills

Stetson Valley

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Tramonto

Union Park at Norterra

Valley Vista





AWARDS

Andrea Crouch named Phoenix REALTOR® of The Year

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YOUTUBE.COM

**TSMC Arizona: A Journey of
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Fw: Response to Ethics Complaints filed against me EC-25-04, EC-25-13 and EC-25-17

From MGR Ethics Commission <ethics.commission@phoenix.gov>

Date Thu 11/20/2025 1:10 PM

Bcc Sam Leyvas <[REDACTED]>; Patricia Sallen <[REDACTED]>; Cheryl Pietkiewicz <[REDACTED]>; Peter Schirripa <[REDACTED]>; Ann Hart <[REDACTED]>; Beth Nillen <bnillen@spencerfane.com>; David Mathews <david.mathews@phoenix.gov>; David H Benton <david.benton@phoenix.gov>

Good Afternoon Ethics Commission,

Please see the email below. Forwarding to the Commission per the Respondent's request.

Becca McCarthy

Special Projects Administrator

City Manager's Office

(602)-262-7526

From: Andrea Crouch <[REDACTED]>

Sent: Thursday, November 20, 2025 12:30 PM

To: MGR Ethics Commission <ethics.commission@phoenix.gov>

Subject: Response to Ethics Complaints filed against me

CAUTION: This email originated outside of the City of Phoenix.

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Dear Ethics Commission Board Members,

Thank you for the opportunity to respond to the recent allegations regarding my involvement with the North Park development from the North Gateway Village Planning Committee. I want to address this directly, clearly, and without ambiguity.

I want to express how deeply troubling this experience has been. In 20 years in my profession, my ethics and integrity have never been questioned, so these allegations came as a complete surprise. Being publicly named and having my character challenged during the November 13 committee meeting was both unexpected and unsettling.

The situation escalated to a point where I felt unsafe in the room, even with police presence. Following the verbal attacks, I seriously considered resigning from the committee and requested

a police escort to my car because of the intensity of the hostility and my instinct that the situation was not safe. I was in tears and felt completely attacked.

I have **no financial interest of any kind**—direct, indirect, present, or future—in the North Park project or with any entity involved in it. I have not received compensation, promises, benefits, or any form of consideration related to this development. Any suggestion that I financially benefit from North Park is incorrect.

My participation on the committee has always been grounded in a single priority: **protecting the community and ensuring responsible planning**. My questions and comments have consistently reflected neighborhood concerns related to safety, compatibility, environmental impact, and infrastructure. None of my actions have been for personal gain, and there is no evidence to suggest otherwise.

Every comment I've made, every question I've raised has been rooted in community feedback and responsible planning standards.

As a licensed real estate professional, I maintain strict boundaries between my business and my volunteer service. I have never solicited work, discussed representation, or engaged in any business activity connected to this project. A professional background alone does not constitute a conflict of interest, and in this case, **there is no actual or potential financial gain** for me.

This allegation rests on a flawed assumption — that my profession alone constitutes a conflict of interest. While I do post marketing materials in the community where I live, that does not pose a conflict with the other developments. Having lived in the valley over 47 years, and worked in real estate for 20 years, our small team covers a large footprint. We market throughout the valley, with listings over 100 miles apart.

Yes, I'm a real estate professional. That does **not** mean I profit from every project in the city. I've asked hard questions of developers precisely because I do *not* have any personal stake in the outcomes.

I welcome transparency and am fully willing to provide any documentation needed to confirm my lack of involvement or financial connection. If a genuine conflict ever existed, I would proactively recuse myself. That has never been the case here. I will not allow unfounded accusations to compromise my integrity or the work this committee is responsible for.

I welcome oversight, but I expect concerns to be grounded in facts — not assumptions, speculation, or personal interpretations of my profession.

Given the absence of any factual basis, I respectfully request that this allegation be dismissed.

Thank you for your time and for your commitment to maintaining the integrity of this process. Please let me know if any further information is needed.

Furthermore, I believe it is important to recognize that these frivolous, repetitive and unfounded complaints undermine the purpose of the ethics process. Multiple complaints filed against nearly every board member—without evidence or merit—are not only disruptive, but they

compromise the integrity of the work we are all here to do. I would expect such baseless filings to be addressed promptly and prevented from escalating further.

Gratefully,



ANDREA Crouch

Real Estate Advisor
CRS, GRI, ABR, RSPS



www.crouchgroupaz.com

