



**CIBOLO CITY COUNCIL**  
CIBOLO MUNICIPAL BUILDING  
200 S. Main  
Cibolo, Texas 78108  
August 26, 2025  
6:30 p.m.

**Minutes**

1. Call to Order – The meeting was called to order by Mayor Allen at 6:31 p.m.
2. Roll Call and Excused Absences – Members Present: Mayor Allen, Councilman R. Roberts, Councilman Mahoney, Councilwoman Cunningham, Councilwoman Sanchez-Stephens, Councilwoman D. Roberts, and Councilman Hicks.
3. Invocation – Councilman Hicks gave the invocation.
4. Pledge of Allegiance – All in attendance recited the Pledge of Allegiance.
5. Citizens to be Heard

This is the only time during the Council Meeting that a citizen can address the City Council. It is an opportunity for visitors and guests to address the City Council on any issue to include agenda items. All visitors wishing to speak must fill out the Sign-In Roster prior to the start of the meeting. The City Council may not deliberate any non-agenda issue, nor may any action be taken on any non-agenda issue at this time; however, the City Council may present any factual response to items brought up by citizens. (Attorney General Opinion – JC-0169) (Limit of three minutes each.) All remarks shall be addressed to the Council as a body. Remarks may also be addressed to any individual member of the Council so long as the remarks are (i) about matters of local public concern and (ii) not disruptive to the meeting or threatening to the member or any attendee, including City Staff. Any person violating this policy may be requested to leave the meeting, but no person may be requested to leave or forced to leave the meeting because of the viewpoint expressed. **This meeting is livestreamed. If anyone would like to make comments on any matter regarding the City of Cibolo or on an agenda item and have this item read at this meeting, please email [citysecretary@cibolotx.gov](mailto:citysecretary@cibolotx.gov) or telephone 210-566-6111 before 5:00 pm the date of the meeting.**

The following individuals signed up to speak during this item: Mr. Teboe spoke on all the water run-off coming from Saddle Creek Subdivision. The run-off is causing erosion and knocking down fences on his property. He also stated that he get construction equipment, lumber, garbage, can, and bottle that wash down into his property. Mr. Teboe would like no more homes built in Saddle Creek until they can find a solution with the runoff problem. Mr. Densberger spoke on the same subject as Mr. Teboe. He is have the same problem with runoff from Saddle Creek area destroying property. He wanted to know why the city continue to allow more homes to be built. Ms. Densberger Burditt also spoke on this subject. She stated that they have had their property since 1993. With all the homes being built in Saddle Creek area they now have problems with their fence being destroyed, silk

buildup and trash and other items being sent into our property during flooding. She would like the City to take care of the flooding issues before building more homes. Ms. Rodriguez is with the Saddle Creek HOA. She stated that the contract with developer is not completed. They are trying to get money owed and a monument. Ms. Rodriguez also said there is a LOMR area in Saddle Creek and they were told they are now responsible for maintenance. Amenities that were supposed to be built have not been done. Ms. Rodriguez said they gave a list to the City in April and nothing has been done. Ms. Kemp stated that she was with the Saddle Creek Homeowners Association and that they had not received any money that the developer owed to their organization. They also have homes that flood when we get a large amount of rain. They were also told by the developer that the association is now responsible for the basin and the maintenance. Ms. Pamela talked about the road construction on Deer Creek Blvd. In the last four days final workers have shown up to do work. She also stated that they were place dead grass down in the area. Ms. Pamela also thought that at the last meeting the mayor was disrespectful for eating at the dais. She did not feel that D&D were being held responsible on the work they are supposed to perform. There were three emails that were sent to the City Secretary's office that were read into the record. The first email was sent by Youwishyouknewme. This person spoke on city manager and his family's benefits are covered 100% compared to the employees and their family benefit and what they have to pay each pay period. This person also stated not to be surprised when police and fire move toward civil service protections. After this was read, the City Manager, Mr. Reed, gave a factual response to the above comments, Mr. Reed went over the City of Cibola's position on compensation to include purpose, philosophy statement, and key principles. Mr. Reed went over a review of cities studied. Also discuss was the summary of work classification and compensation. He also raised the City Council awareness of what he is doing to accomplish Market Adjust since arriving in Cibola. Mr. Reed does have an annual review where council has the ability to compensate him for the work he has accomplished over that year. At that time council decides what increase he may receive. People receive 68% of the General Fund. Mr. Reed went over market adjustment and how Cibola continues to look at this every year to stay competitive. Mr. Logan wanted to address the City Manager's contract and the request for an additional month of severance pay. He also address the new HB 762 and SB 2237 that takes effect September 1, 2025. These bills limit city managers' severance packages to no more than 20 weeks of compensation for new or renewed contracts. Ms. Banks address the same issue as Mr. Logan. Ms. Banks stated why should taxpayers, commit to providing additional relief or benefits beyond what state law will soon allow.

## 6. Public Hearing

- A. Conduct a public hearing regarding a request for a zone change from General Commercial (C-4) to Light Industrial (I-1) for certain real property generally located at 13042 IH-10 W, legally described as ABS:134 SUR: JOSE FLORES 18.0900AC, ABS: 134 SUR: JOSE FLORES 1.0000AC, and ABS: 134 SUR: JOSE FLORES 10.3300AC.

Mayor Allen open the public hearing at 7:17 p.m. No one wish to speak on this item and Mayor Allen closed the public hearing at 7:18 p.m.

## 7. Consent Agenda – Consent Items (General Items)

(All items listed below are considered to be routine and non-controversial by the council and will be approved by one motion. There will be no separate discussion of these items unless a Council member requests, in which case the item will be removed from the consent agenda.)

- A. Approval of the minutes of the Special City Council Meeting held on August 12, 2025.
- B. Approval of the minutes of the Regular City Council Meeting held on August 12, 2025.
- C. Approval of the Final Plat of Steele Creek Unit 4A.

Councilwoman Cunningham made the motion to approve the consent agenda. The motion was seconded by Councilman R. Roberts. For: All; Against: None. Motion carried 6 to 0.

## 8. Staff Update

### A. Administration

#### a. Capital Improvement Program – Updates on Projects

Lower Seguin Road

Dean Road and Bolton Road

Green Valley Road Water Main Extension

**FM 78 – Water Main Extension** – Under construction

**FY25 Street Rehabilitation Package 1** – Deer Creek Blvd working on ADA ramps and curb on the Northside. Concrete pour scheduled for Aug. 28<sup>th</sup>. Green Valley Road (Dean Rd to Westmount) substantial complete. Final lift of asphalt completed. Striping scheduled for Sept. 5, 2025. Green Valley Rd (CVD to Green Valley Loop) Pending. Tentatively scheduled for Sept. 8, 2025.

**FY25 Street Rehabilitation Package 2** – Silver Wing (CVD to Thistle Creek) Est. start date Sep 8, 2025. Estimate road construction time is 7 days. Town Creek Road (Green Valley Rd to Bentwood Pass) Est. start date Sept. 22, 2025. Construction time 90 days. Firebird Run (Silver Wing to Kipper Ave) Est. start date is November. Est. construction time will be 75 days.

**Cibolo Community Center** Info. below

**Deer Creek Drainage Improvements** – Waiting on project schedule.

**Town Creek Trail** – In Design. On-Going efforts working with UPRR for crossing under railroad tracks along Loop 539. Surveying is on-going.

b. **RFP's, RFQ's, RFB's, and ITB's** – Two awards to consider tonight. Staff will be interviewing for PW uniform service.

c. **Solid Waste Transition Update** – One month into transition service working well. 24,000 residential carts have been delivered and many commercial containers. Talked about house hazardous waste pickup. Video was shown with Councilwoman Cunningham and daughter.

d. **Cibolo Community Center** – Electrical work is complete, working on walls and painting will begin Friday. Projected completion date is September 15, 2025.

e. Update on the next Council Workshop scheduled for Oct. 14th

### B. Fire Department Incident Summary for July – In packet

### C. Police Department – In packet

### D. Quarterly Report on the use of See Click Fix – In packet

## 9. Discussion/Action

- A. Discussion/Action on a Joint Election Agreement and Election Service Contract between Guadalupe County, Maion Independent School District, City of Cibolo, City of Schertz, City of

Kingsbury, Nixon-Smiley Consolidated Independent School District, Schertz-Cibolo-Universal City Independent School District, Guadalupe County Groundwater Conservation District, Cibolo Creek Municipal Authority, and Crystal Clear Special Utility District for the conduct of a Joint Election to be held Tuesday, November 4, 2025.

Councilman Hicks made the motion to approve the Joint Election Agreement and Election Service Contract between Guadalupe County, Maion Independent School District, City of Cibolo, City of Schertz, City of Kingsbury, Nixon-Smiley Consolidated Independent School District, Schertz-Cibolo-Universal City Independent School District, Guadalupe County Groundwater Conservation District, Cibolo Creek Municipal Authority, and Crystal Clear Special Utility District for the conduct of a Joint Election to be held Tuesday, November 4, 2025. The motion was seconded by Councilwoman Cunningham. For: All; Against: None. The motion carried 6 to 0.

B. Discussion/Action on changing the date of the Council Meeting scheduled for October 28, 2025.

Councilman Hicks made the motion to change the date of the Council Meeting scheduled for October 28, 2025 to Monday, October 27, 2025. The motion was seconded by Councilwoman Cunningham. For: All; Against: None.

C. Discussion/Action on the opening and the reservation of the Multi-Event Center starting mid-September and limiting the use to Tuesday, Thursday, Saturday, and Sunday.

This item was briefed by Ms. Cimics and Mr. Howard. Councilwoman Cunningham made the motion to table this item until the September 9, 2025 meeting. The motion was seconded by Councilman Hicks. For: All; Against: None. The motion carried 6 to 0.

D. Discussion/Action to approve a Mutual Termination Agreement between the City of Cibolo and the Santikos Cibolo Theater Realty, LLC, which shall cease the Chapter 380 Economic Incentive Agreement between the two parties and authorize the City Manager to execute the agreement.

Councilman Hicks made the motion to approve a Mutual Termination Agreement between the City of Cibolo and the Santikos Cibolo Theater Realty, LLC, which shall cease the Chapter 380 Economic Incentive Agreement between the two parties and authorize the City Manager to execute the agreement. The motion was seconded by Councilman Mahoney. For: All; Against: None. The motion carried 6 to 0.

E. Discussion/Action regarding the Preliminary Acceptance of Public Infrastructure for Saddle Creek Unit 9A.

Councilwoman Cunningham made the motion to approve the Preliminary Acceptance of Public Infrastructure for Saddle Creek Unit 9A. The motion was seconded by Councilman Mahoney. For: Councilwoman Cunningham and Councilman Mahoney; Against: Councilman Roberts, Councilwoman Sanchez-Stephens, Councilwoman D. Roberts, and Councilman Hicks. The motion failed 2 to 4.

Mayor Allen skipped to item 12 Executive Session Item A and B

The City Council will meet in Executive Session as Authorized by the Texas Gov't Code Section 551.071, Consultation with Attorney, Section 551.074, Personnel Matters, and Section 551.087, Economic Development, to discuss the following:

A. Project Theo

B. Annexation Negotiations

City Council convened into Executive Session at 8:41 P.M.

City Council reconvened into Open Session at 9:27 P.M. No action taken.

- F. Discussion/Action to approve a Purchase Order with Colliers Engineering & Design for the Town Creek LOMR and authorize the City Manager to execute the Agreement in the amount of Fifty-Six Thousand Dollars (\$56,000).

Councilwoman Cunningham made the motion to approve a Purchase Order with Colliers Engineering & Design for the Town Creek LOMR and authorize the City Manager to execute the Agreement in the amount of Fifty-Six Thousand Dollars (\$56,000). The motion was seconded by Councilman R. Roberts. For: All; Against: None. The motion carried 6 to 0.

- G. Discussion/Action to authorize the City Manager to execute a contract with Viking Construction, LLC in the amount of \$546,580 for the FY 25 Street Preservation Package.

Councilwoman Sanchez-Stephens made the motion to authorize the City Manager to execute a contract with Viking Construction, LLC in the amount of \$546,580 for the FY 25 Street Preservation Package. The motion was seconded by Councilman Hicks. For: All; Against: None. The motion carried 6 to 0.

- H. Discussion/Action to authorize the City Manager to execute a contract with JM Pipeline, LLC in the amount of \$398,965 for the FM78 – 8” Sanitary Sewer Replacement.

Councilman Hicks made the motion to approve the City Manager to execute a contract with JM Pipeline, LLC in the amount of \$398,965 for the FM78 – 8” Sanitary Sewer Replacement. The motion was seconded by Councilwoman Cunningham. For: All; Against: None. The motion carried 6 to 0.

- I. Discussion/Action regarding the Final Plat of Grace Valley Ranch Phase 3B.

No member of council made a motion on this item. Item failed for lack of motion.

- J. Discussion/Action to approve a purchase order with Centre Technologies for Artic Wolf Network Solutions to include multiple managed services and associated one-time costs; and to authorize the City Manager to execute the agreement in an amount not to exceed One Hundred Twenty-Seven Thousand, Seven Hundred Three dollars and Thirty-Seven Cents (\$127,703.37).

Councilman Hicks made the motion to approve a purchase order with Centre Technologies for Artic Wolf Network Solutions to include multiple managed services and associated one-time costs; and to authorize the City Manager to execute the agreement in an amount not to exceed One Hundred Twenty-Seven Thousand, Seven Hundred Three dollars and Thirty-Seven Cents (\$127,703.37). The motion was seconded by Councilman R. Roberts. For: All; Against: None. The motion carried 6 to 0.

- K. Discussion/Presentation for the City Council regarding the FY25 Neighborhood Traffic Management Program (NTMP).

Mr. Gomez gave a presentation on the FY25 Neighborhood Traffic Management Program. Council had the opportunity to ask questions during the presentation.

- L. Discussion from Councilmembers that have attended seminars, events, or meetings.

Councilwoman Cunningham went to ribbon cutting on the Premier ER. Councilman Hicks attended Legislative Updates and Bowling Event.

- M. Discussion on items the City Council would like to see on future agendas.

Councilwoman Cunningham would like to see an item on Saddle Creek Ranch and the status of trees that have not been replaced along Cibolo Valley Drive.

- N. Discussion/Action on the review and confirmation of all upcoming special meetings and workshops and scheduling the time, date and place of additional special meetings or workshops.

Council went over the calendar for August and September 2025.

10. Ordinances

- A. Approval/Disapproval of an Ordinance to voluntarily annex a 1.3108 acre tract, out of Lot 1, Block 1, Shops at Cibolo Creek, ABS 110 SUR S Dominguez, 240 Brite Road.

Councilman Hicks made the motion to approve an Ordinance to voluntarily annex a 1.3108 acre tract, out of Lot 1, Block 1, Shops at Cibolo Creek, ABS 110 SUR S Dominguez, 240 Brite Road. The motion was seconded by Councilwoman Sanchez-Stephens. For: All; Against: None. The motion carried 6 to 0.

- B. Approval/Disapproval of an Ordinance amending the City of Cibolo's Unified Development Code, Article 21, Replacing Part F 2010 Cibolo Roadway and Fire Hydrant Criteria with Part F Transportation Design Criteria Manual and Repealing Ordinances in Conflict and Savings.

Councilman Hicks made the motion to approve an Ordinance amending the City of Cibolo's Unified Development Code, Article 21, Replacing Part F 2010 Cibolo Roadway and Fire Hydrant Criteria with Part F Transportation Design Criteria Manual and Repealing Ordinances in Conflict and Savings. The motion was seconded by Councilwoman Cunningham. For: All; Against: None. The motion carried 6 to 0.

11. Resolutions

- A. Approval/Disapproval of a Resolution by the City Council of the City of Cibolo, Texas ratifying a resolution for a grant application to the Office of the Governor for the Cybersecurity Grant Planning Project and designating an authorized official.

Councilman Hicks made the motion to approve a Resolution by the City Council of the City of Cibolo, Texas ratifying a resolution for a grant application to the Office of the Governor for the Cybersecurity Grant Planning Project and designating an authorized official. The motion was seconded by Councilwoman Cunningham. For: All; Against: None. The motion carried 6 to 0.

- B. Approval/Disapproval of a Resolution to amend the Schertz Cibolo Universal City Independent School District (SCUCISD) and City of Cibolo Interlocal Agreement for the Cibolo Police Department, School Resource Officer (SRO) Program and authorize the City Manager to sign the amendment.

Councilwoman D. Roberts made the motion to approve a Resolution to amend the Schertz Cibolo Universal City Independent School District (SCUCISD) and City of Cibolo Interlocal Agreement for the Cibolo Police Department, School Resource Officer (SRO) Program and authorize the City Manager to sign the amendment. The motion was seconded by Councilwoman Sanchez-Stephens. For: All; Against: None. The motion carried 6 to 0.

- C. Approval/Disapproval of a Resolution approving an amended fund balance policy.

Councilman Hicks made the motion to approve a Resolution approving an amended fund balance policy. The motion was seconded by Councilwoman Sanchez-Stephens. For: All; Against: None. The motion carried 6 to 0.

12. Executive Session

The City Council will meet in Executive Session as Authorized by the Texas Gov't Code Section 551.071, Consultation with Attorney, Section 551.074, Personnel Matters, and Section 551.087, Economic Development, to discuss the following:



- A. Project Theo
- B. Annexation Negotiations
- C. Cibolo Turnpike Case – Court of Appeals No. 04-24-00532-CV
- D. Cibolo TPIA case – Cause No. D-1-GN-25-001745
- E. EEOC Claim No. 451-2025-00958
- F. City Manager appointment, employment, evaluation and duties.
- G. Discuss and evaluate City Attorney Interviews.

City Council convened into Executive Session to cover items C, D, E, F, and G. at 10:11 P.M.

13. Open Session

The City Council will reconvene into Regular Session and take/or give direction or action, if necessary, on items discussed in the Executive Session.

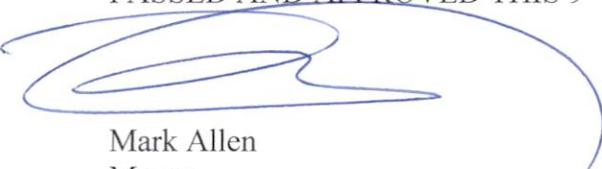
City Council reconvened into Open Session at 11:40 P.M.

No action taken on items C, D, and E. Item F – Councilwoman D. Roberts made the motion to separate the City Manager’s employment Agreement and Severance Agreement with no changes to either agreement at this time and authorize Mayor Allen to execute such agreement dated August 26, 2025. The motion was seconded by Councilman Mahoney. For: Councilman R. Roberts, Councilman Mahoney, Councilwoman Cunningham, and Councilwoman D. Roberts; Against: Councilwoman Sanchez-Stephens and Councilman Hicks. Motion carried 4 to 2. Item G: Councilman Hicks made the motion to appoint the Law Firm on Denton Navarro Rodriquez Bernal Santee & Zech, P.C. at the new City Attorney’s for the City of Cibolo. The motion was seconded by Councilwoman Cunningham. For: All; Against: None. The motion carried 6 to 0.

14. Adjournment


Councilman Hicks made the motion to adjourn the meeting at 11:46 P.M. The motion was seconded by Councilman R. Roberts. For: All; Against: None. The motion carried 6 to 0.

PASSED AND APPROVED THIS 9<sup>TH</sup> DAY OF SEPTEMBER 2025.



Mark Allen  
Mayor

ATTEST:



Peggy Cimics, TRMC  
City Secretary

