Minutes for the City Council Regular Meeting

200 S. Main St., Cibolo, Texas 78108

March 10, 2026, 6:31 PM - March 10, 2026, 10:43 PM

1. Call to Order

Mayor Latimer called the meeting to order at 6:30p.m.

2. Roll Call and Excused Absences

Councilmembers present: McGlothin, R. Roberts, Patterson, Mayor Latimer, Sanchez-Stephens, D. Roberts, and Brown. Councilmembers absent: Cunningham. Councilwoman Roberts made the motion to excuse Councilwoman Cunningham's absence. Motion was seconded by Councilwoman Patterson. For: All; Against: None. Motion carried 6 to 0.

2.A. Excused Absence

3. Invocation

Invocation was given by Pastor John Minton.

4. Pledge of Allegiance

All in attendance recited the Pledge of Allegiance.

5. Citizens to be Heard

Mr. Francisco Alvarado spoke about his concerns with the water flow coming down from the top of his street into the cul-de-sac that he lives on bringing mud, water and debris. The water from his neighbors' sprinklers runs down and brings mud onto his driveway. He has spent a lot of time and money cleaning the area repeatedly. He asked Council to help him resolve the problem. Mayor Latimer noted that the neighborhood he lives in is one of the infrastructure plats on the agenda for Council to vote on. Councilwoman Sanchez-Stephens noted that she had pictures from him that she would get uploaded for Council to view when they come to the item on the agenda.

Mr. Larry Ransom spoke on his collaboration working with Code Enforcement and his deep appreciation for the department, specifically Monica Martin, and the job they are doing while showing compassion and empathy. He was thankful for Monica Martin, Daniel Mansbach, and Rick Vasquez and the work they've done. He also expressed his appreciation for Stephanie and all she does with the Senior Center and Council, specifically Councilwoman Sanchez-Stephens, for all of their work.

Ms. Katelyn Peck introduced herself and noted that she was here as part of the Chamber's CORE Leadership program. She noted that she is excited for her graduation from the program in July.

Ms. Kelly Kallies introduced herself as an employee for the City of Schertz and noted that she was also here as part of the Chamber's CORE Leadership program and thankful for the opportunity to join the City of Cibolo's Council meeting.

Ms. Maggie Titterington informed the Council of the following events coming up: a Ribbon Cutting on March 13 at 10:00a.m. for Grace Valley HOA and Amenity Center, the Chamber Luncheon on March 17, a groundbreaking on March 20 at 10:00a.m. for Fountain of Life Church, a Veteran Business Expo on March 27 at 10:00a.m., and the Chamber's annual Shred Day on March 28 at 9:00a.m.. She spoke about how Cibolo has four ribbon cuttings or groundbreakings that have been on the schedule recently including Andy's Frozen Custard and Nicki's Hair Salon which had highly viewed videos.

Ms. Jessica Donoho spoke on the Public Hearing later on the agenda. She spoke on how she felt it was strange there were no supporting documents for this agenda item. She felt the payout that Peggy Cimics received at retirement for her hours earned was deserved but does not agree with the gift of 400 hours in addition to that. She gave multiple examples of areas that this amount of money would better serve. She feels it is a slap in the face to employees to gift a retiree with this money after the discussions the past few years on how tight the budget is. She stated that we do not gift our friends money that belongs to the public.

Ms. Maggie Patterson spoke on her objection to the Public Hearing item later on the agenda. She feels this item is a favor. She stated that there was no supporting documents available to the public to show why this expenditure is necessary. She does not disagree with the work that Ms. Cimics did during her time with the City or that she is due the hours that she has already been paid for. She does not agree with Ms. Cimics being paid a gift of an additional 400 hours. She stated that Ms. Cimics taught her the complexity of municipal government when she started working for the City of Cibolo at 20 years old, but does not believe that professional appreciation precedes fiscal integrity. She urges the Council to deny this additional payout.

Mr. Travis Najar wrote an e-mail and it was read by Mayor Latimer. Mr. Najar urges the Council to vote "no" on the Public Hearing item later on the agenda. He feels the original negotiation for the retirement should be honored and not renegotiated due to the retirement date changing.

Mr. Pete Thompson wrote an e-mail and it was read by Mayor Latimer. Mr. Thompson is concerned that there are no supporting documents for the Public Hearing item on the agenda. He is concerned about the relationship between Ms. Cimics and the prior Mayor and called for an investigation to determine if there was a "pay for play" arrangement between them.

Ms. Carol Smith wrote an e-mail and it was read by Mayor Latimer. Ms. Smith is concerned with the lack of responsibility for recent reports involving the Fire Department. She wants the City to provide clear answers on the employee's employment status. She wants to know if the Fire Chief was aware of the status of the firefighter's suspended license following a DUI and hit and run. She demands a statement from the City Manager and accountability from the Fire Chief. Mayor read a factual statement from the Fire Chief stating the firefighter referenced is no long an employee of the City of Cibolo and that upon question that the employee's driver's license had been suspended, an internal investigation was opened. During the course of that investigation, the employee resigned.

Mr. Bryon Hughes wrote an e-mail and it was read by Mayor Latimer. Mr. Hughes requests that the city review stormwater drainage design in front of their homes before the developer turns over the roads and infrastructure to the city for the Foxtail Woods neighborhood. Rainwater flows along the curb and collects at a low point near the cul-de-sac in front of their homes. He would like the city to review this location to see if the absence of a storm inlet at the low point is consistent with the City's drainage standards.

6. Consent Agenda - Consent Items (General Items)

Councilwoman Brown made the motion to approve the Consent Agenda. Motion was seconded by Councilwoman Patterson. For: All; Against: None. Motion carried 6 to 0.

6.A. Approval of the December 2025 Revenue & Expense Report pending final acceptance of the

City's financial audit for the 25-26 fiscal year.

6.B. Approval of the December 2025 Check Register

6.C. Approval of the Quarterly Investment Report for quarter ending December 31, 2025.

6.D. Approval of the minutes from the City Council Workshop on February 24, 2026.

6.E. Approval of the minutes from the City Council Special Meeting on February 24, 2026.

6.F. Approval of the minutes from the City Council Meeting on February 24, 2026.

7. Mayor's Follow-Up

7.A. Union Pacific sidewalk across railroad track on Main St.

Mayor Latimer wanted to remind everyone that this item is still on her radar and not to be forgotten until it is accomplished.

7.B. Saddle Creek Ranch

Mayor Latimer would like to work with City staff to possibly send a letter to FEMA to inquire about improvements on the drainage in this area. She will provide any updates as they come.

7.C. Discussion/Action on the City Council's Policies.

The Council Policy Subcommittee is working with the City Attorney to come up with the proper verbiage and policy for the Citizens to be Heard. Council gave direction to change the verbiage on the next Council agenda.

7.D. Discussion/Action on setting the date for a workshop to discuss the evaluation process for the City Manager, City Secretary, City Attorney, and Judge.

The Mayor, Councilwoman Brown, and Councilwoman Patterson will continue to create templates for the performance evaluations of the City Manager, City Secretary, City Attorney, and Judge and bring a packet for the rest of Council to review and give input on.

8. Staff Update

Zach Bryan with Waste Connections gave a presentation on Household Hazardous Waste and Recycling.

Mr. Reed notified Council that one proposal for the Wayfinding Sign Program has been reviewed and meets or exceeds our standards.

Mr. Reed gave a brief on the two fire fighters travel out of state and notified Council that the Economic Development staff would be traveling to the ICSC Conference in May to connect with retailers, restaurants, and hoteliers.

8.A. City Manager Administration Update

9. Executive Session

Mayor Latimer called for Council to convene into Executive Session at 9:04p.m.

9.A. Tolle Rd Update

9.B. The City Council will meet in closed session pursuant to Texas Government Code Section 551.071 to consult with legal counsel regarding the City's legal options for payments pursuant to Texas Local Government Code Section 180.007

9.C. Project Camino Sendero

10. Open Session

Council reconvened into Open Session at 10:24p.m.

11. Public Hearing

Mayor Latimer opened the Public Hearing at 7:38p.m.

No one requested to speak during the Public Hearing.

Mayor Latimer closed the Public Hearing at 7:38p.m.

11.A. Public hearing, discussion, and possible action to approve/disapprove a Resolution authorizing a payment pursuant to Texas Local Government Code Section 180.007. (Council)

Public Hearing was opened at 7:38 PM and closed at 7:38 PM

12. Discussion/Action

12.A. Discussion/Action on the appointment of the City Secretary. (Mayor Latimer)

Councilwoman Roberts made the motion to promote the Interim City Secretary to Permanent City Secretary effective March 1, 2026. Motion was seconded by Councilman Roberts. For: All; Against: None. Motion carried 6 to 0.

12.B. Discussion/Action on appointment of Capital Improvement Advisory Committee members.

Councilwoman Roberts explained that the Interview Subcommittee has requested the Ordinance Subcommittee to amend the ordinance for the CIAC and UDC Committee to be comprised of 7 members plus 2 alternates in place of only 7 members.

12.C. Discussion/Action on the removal/appointment of members to the Unified Development Code Committee to include two members of Council to serve ad hoc.

Councilwoman Roberts made the motion to nominate Mayor Latimer and Councilwoman Patterson as ad hoc member to the UDC Committee. Motion was seconded by Councilman McGlothin. For: All; Against: None. Motion carried 6 to 0. The Council all agreed on the clarification that they would not have voting powers on this Committee.

12.D. Discussion/Action regarding the appointment of a Board of Trustees member and a Board of Managers member to the Canyon Regional Water Authority and bring back a resolution to the next meeting appointing that person to the Board. (Councilwoman Roberts)

Councilwoman Brown made the motion to nominate Mayor Latimer to the CRWA Board of

Trustees. Motion was seconded by Councilwoman Sanchez-Stephens. For: R. Roberts, Patterson, Sanchez-Stephens, and Brown; Against: McGlothin and D. Roberts. Motion carried 4 to 2.

Councilman McGlothin made the motion to nominate Chris Hubbard to the CRWA Board of Managers. Motion was seconded by Councilman Roberts. For: All; Against: None. Motion carried 6 to 0.

12.E. Discussion/Action on the FY26 Strategic Partnership Grant Program. (Mr. Hugghins)

Council gave direction to Mr. Hugghins to open the application process for the FY26 Strategic Partnership Grant Program during March 14-April 30.

12.F. Discussion/Action regarding the Final Acceptance of Public Infrastructure for Foxbrook Unit 5. (Mr. Otto)

Councilman McGlothin made the motion to approve the Final Acceptance of Public Infrastructure for Foxbrook Unit 5. Motion was seconded by Councilwoman Roberts. For: McGlothin, R. Roberts, Patterson, D. Roberts; Against: Sanchez-Stephens and Brown. Motion carried 4 to 2.

12.G. Discussion/Presentation on The Chamber's strategic partnership with the City of Cibolo to Promote economic development and advance the Council's Strategic Plan (Rick Vasquez/Clancy Hardin/Maggie Titterington)

Ms. Titterington from the Chamber spoke to Council on the positive relationship between the Chamber and the Economic Development department to help businesses coming in to the City.

12.H. Discussion/Action on the FY26 budget timeline, setting dates for budget workshops and special meetings. (Ms. Miranda)

Ms. Miranda gave a presentation on the budget timeline and suggested budget workshops on June 16 and July 21 and July 30.

12.I. Discussion/Presentation on the 2025 Racial Profiling Report. (Chief Andres)

Chief Andres gave a presentation to Council on the 2025 Racial Profiling Report.

12.J. Discussion/Action on the Schlather Ranch Residential Subdivision Public Improvement Agreement. (Mr. Vasquez)

Councilman McGlothin made the motion to approve the Schlather Ranch Residential Subdivision Public Improvement Agreement. Motion was seconded by Councilwoman Brown. For: All; Against: None. Motion carried 6 to 0.

12.K. Discussion/action to approve revision to City of Cibolo Employee Handbook Policy 5.07, "City Holidays". (Ms. Taplin)

Councilwoman Brown made the motion for staff to bring back the financial impact of paying the employees for 10 or 12 hours (according to what their schedule is) for a holiday opposed to the 8 hours and providing what would happen if an employee had no banked hours to make up for any hours over 8 for a holiday. Councilwoman Patterson seconded the motion. Motion carried 5 to 0

(Councilwoman Roberts recused herself)

12.L. Discussion/Action on Establishing a New City of Cibolo Challenge Coin and Associated Scholarship Contest (Councilman McGlothin)

Councilwoman Roberts made the motion to support the proposed Challenge Coin Contest and City of Cibolo's partnership for sponsorships from local businesses as presented. Motion was seconded by Councilwoman Brown. For: All; Against: None. Motion carried 6 to 0.

12.M. Discussion on results from City Council's Trend Analysis. (Mr. Reed)

Mr. Reed gave thanks to those that participated in the Trend Analysis. Mr. Reed informed Council that he would continue to put together their work and present it at the next council meeting.

12.N. Discussion from Councilmembers who have attended seminars, events, or meetings. (Council)

Councilwoman Patterson attended the Policy Subcommittee meeting, Aisin Floor Tour, Nicki's Salon and Andy's Frozen Custard Ribbon Cuttings, TML Midyear Conference, Cibolo Tree Dedication, and Trend Analysis Workshop.

Councilwoman Sanchez-Stephens attended the Aisin Floor Tour, TML Midyear Conference, and Tree Planting Ceremony.

Councilwoman Brown attended the TML Midyear Conference and the Tree Planting Ceremony.

Mayor Latimer attended the Guadalupe County Mayors' Meeting.

12.O. Discussion on items the City Council would like to see on future agendas. (Council)

Mayor would like to have a joint Council/Planning & Zoning Workshop on the development agreement.

Mayor would like to have a joint meeting with all of the boards, commissions, committees, and corporation after budget season.

12.P. Discussion/Action on the review and confirmation of all upcoming meetings, special meetings, and workshops, and scheduling the time, date, and place of additional meetings, special meetings, or workshops. (Ms. Chapman)

Ms. Chapman will notify Council of any meetings outside of regularly scheduled ones.

13. Adjournment

13.A. Adjourn Meeting

Councilwoman Patterson made the motion to adjourn the meeting. Motion was seconded by Councilman Roberts. For: All; Against: None. Motion carried 6 to 0.

PASSED AND APPROVED THIS 24TH DAY OF MARCH 2026.

Kara Latimer
Mayor

ATTEST:

Valerie A. Chapman, TRMC
City Secretary