



"City of Choice"

City Council Meeting

Monday, October 27, 2025, 6:30 PM
Council Chambers
200 S. Main St.
Cibolo, Texas 78108

Est. Duration: 2 hr 20 min

1. Call to Order

2. Roll Call and Excused Absences

2.A. Excused Absence

3. Invocation

4. Pledge of Allegiance

5. Presentation of Awards/Recognitions

5.A. Five Year Service Award to Dale Roberts from the Public Works Department. (Mr. Reed)

5.B. Ten Year Service Award to Yolanda Avila from the Municipal Court. (Mr. Reed)

6. Public Hearing

6.A. The Cibolo City Council will hold a public hearing to hear public testimony to consider designating a Reinvestment Zone known as the "City of Cibolo Reinvestment Zone No. 2" for purposes of Commercial-Industrial Tax Abatement located at 3641 Santa Clara Road, specifically a tract or parcel containing an estimated 126.443 acres. (Mr. Hardin)

7. Citizens to be Heard

This is the only time during the Council Meeting that a citizen can address the City Council. It is the 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. City Council may not deliberate any non-agenda issue, nor may any action be taken on any non-agenda issue at this time; however, 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.

8. 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 so requests, in which case the item will be removed from the consent agenda and will be considered as part of the order of business.)

8.A. Approval of the minutes of the Special City Council Meeting held on October 14, 2025.

8.B. Approval of the minutes of the Regular City Council Meeting held on October 14, 2025.

8.C. Approval of the August 2025 Revenue & Expense Report pending final acceptance of the City's financial audit for the 24-25 fiscal year.

8.D. Approval of the August 2025 Check Register.

8.E. Approval of the Final Plat of Venado Crossing Unit 4.

9. Staff Update

9.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 *FY25 Street Rehabilitation Package 1 *FY25 Street Rehabilitation Package 2 *Deer Creek Drainage Improvements *Town Creek Trail

— b. RFP's, RFQ's, RFB's, and ITB's

— c. Cibolo Community Center Phase I Soft Opening (10/27)

— d. Update on the next Council Workshop scheduled for Oct. 27th

— e. Cibolofest Recap

— f. Thanksgiving Luncheon (11/20)

— g. Annual Employee Awards Event (12/12)

9.B. Fire Department

10. Ordinances

10.A. Approval/Disapproval of an Ordinance of the City of Cibolo designating a Reinvestment Zone known as the "City of Cibolo Reinvestment Zone No. 2" for purposes of Commercial-Industrial Tax Abatement located at 3641 Santa Clara Road, specifically a tract or parcel containing an estimated 126.443 acres. (Mr. Hardin)

11. Discussion/Action

11.A. Discussion/Action regarding the City's Water and Wastewater Utility Rate Study by Willdan Financial Services and recommendation on Changes to Utility Rate Fees. (Mr. Jackson with Willdan Financial Services)

11.B. Discussion/Action to authorize the City Manager to submit a final incentive offer for Project Theo. (Mr. Hardin)

11.C. Discussion/Action on City of Cibolo Employee Handbook policy review. (Ms. Taplin)

11.D. Discussion/Action to approve an additional Service Request with Lockwood, Andrews & Newnam, Inc. (LAN) for professional engineering and survey services for the Tolle Road Improvements Project in an amount not to exceed \$93,830 and authorize the City Manager to execute the associated change order. (Mr. Gomez)

11.E. Discussion/Action to authorize the City Manager to execute a Purchase Order with Industrial Disposal Supply for the purchase of a new Model 435 Street Sweeper in the amount of \$236,761. (Mr. Gomez)

11.F. Discussion/Action to authorize the City Manager to execute a three (3) year contract, with two (2) one-year renewal options, with Cintas Corporation for uniform services in an amount not to exceed \$125,000. (Mr. Gomez)

11.G. Discussion/Action on the Tri-County Chamber Elected Officials Reception Sponsorship for \$1,000. (Mr. Reed)

11.H. Discussion/Action on a request from a local nonprofit organization (Everyday Fellowship), to allow a banner to be placed over the road at Main St and FM 1103 to advertise a free community event in December and to coordinate with GVEC or the City to hang the banner. (Councilman Hicks)

11.I. Discussion from Councilmembers that have attended seminars, events, or meetings. (Council)

11.J. Discussion on items the City Council would like to see on future agendas. (Council)

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

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 551.087, Economic Development, and Section 551.074 Personnel Matters to discuss the following:

12.A. Project Theo

12.B. City Manager appointment, employment, evaluation, and duties.

12.C. City Secretary/Deputy City Secretary appointment, employment, evaluation, and duties.

13. Open Session

Reconvene into Regular Session and take/or give direction or action, if necessary, on items discussed in the Executive Session.

14. Adjournment

14.A. Adjourn Meeting

Peggy Cimics, TRMC

City Secretary

Pursuant to Section 551.071, 551.072, 551.073, 551.074, 551.076, 551.077, 551.084 and 551.087 of the Texas Government Code, the City of Cibolo reserves the right to consult in closed session with the City Attorney regarding any item listed on this agenda. This agenda has been approved by the city's legal counsel and subject in any Executive Session portion of the agenda constitutes a written interpretation of Texas Government Code Chapter 551. This has been added to the agenda with the intent to meet all elements necessary to satisfy Texas Government Code Chapter 551.144.

A possible quorum of Council, committees, commissions, boards and corporations may attend this meeting.

This facility is wheelchair accessible and accessible parking space is available. Request for accommodation or interpretive services must be made 48 hours prior to the meeting. Please contact the City Secretary at (210) 566-6111. All cell phones must be turned off before entering the Council Meeting.

I certify that the attached notice and agenda of items to be considered by the City Council was removed by me from the City Hall bulletin board on the ____ day of _____ 2025.

Name and Title



Date Posted: October 21, 2025 04:38 pm



City Council Regular Meeting Staff Report

A. The Cibolo City Council will hold a public hearing to hear public testimony to consider designating a Reinvestment Zone known as the "City of Cibolo Reinvestment Zone No. 2" for purposes of Commercial-Industrial Tax Abatement located at 3641 Santa Clara Road, specifically a tract or parcel containing an estimated 126.443 acres. (Mr. Hardin)

Meeting	Agenda Group
Monday, October 27, 2025, 6:30 PM	Public Hearing Item: 6A.
From	
Clancy Hardin, Economic Development Manager	

PRIOR CITY COUNCIL ACTION:

City Council in 2019 held a public hearing to establish City of Cibolo Reinvestment Zone 1 which is now where Aisin is located.

BACKGROUND:

City staff worked with the City Secretary to publish public notice for this hearing in accordance with the Texas Property Redevelopment and Tax Abatement Act, Texas Tax Code Chapter 312 which requires a minimum of a seven (7) day public notice. The newspaper of record for the City of Cibolo is the Seguin Gazette. The notice was published October 15 & 19, 2025

Staff mailed the attach notice to Superintendents of Marion ISD, & Schertz-Cibolo-Universal City ISD, Guadalupe Tax Assessor- Collector, Chief Appraiser for Guadalupe Appraisal District. Staff hand delivered letters to Guadalupe County Judge Kyle Kutschner and Guadalupe County Commissioner Pct. 4 Stephen German on October 14, 2025.

STAFF RECOMMENDATION:

None, this is a public hearing for members of the public are permitted to speak and present support for or against the designation of the reinvestment zone.

FINANCIAL IMPACT:

N/A

MOTION(S):

N/A

Attachments

[Notice Letters Combined.pdf](#)

[Project Theo Subject Property.pdf](#)

Clancy Hardin
Economic Development Manager
City of Cibolo
200 S Main Street
Cibolo, TX 78610
(210) 658-9900

October 14, 2025

Paige Meloni
Superintendent of Schools
Schertz-Cibolo-Universal City Independent School District
1060 Elbel Rd
Schertz, TX 78154

Dear Ms. Meloni,

Subject: Notification of Public Hearing for Establishment of City of Cibolo Reinvestment Zone 2

I am writing to formally notify you of a scheduled public hearing concerning the proposed establishment of Reinvestment Zone 2 for the City of Cibolo. This hearing will focus on the area generally located at 3641 Santa Clara Road and Interstate 10.

Details of the Public Hearing:

Date: Monday, October 27, 2025

Time: 6:30pm

Location: City of Cibolo Council Chambers

This hearing is a critical step in our efforts to designate this area as a Reinvestment Zone, which aims to foster economic development and enhance community benefits through targeted investments and incentives.

We invite representatives from Marion Independent School District, Schertz-Cibolo-Universal City Independent School District, the Guadalupe County Judge's Office, and the Guadalupe Appraisal District to attend the hearing.

Direct any questions or comments to my office at (210) 658-9900

Thank you for your attention to this important matter

Sincerely,

Clancy Hardin
Economic Development Manager
City of Cibolo

Clancy Hardin
Economic Development Manager
City of Cibolo
200 S Main Street
Cibolo, TX 78610
(210) 658-9900

October 14, 2025

Doctor Don Beck
Superintendent of Schools
Marion Independent School District
500 Bulldog Lane, PO box 189
Marion, TX 78124

Dear Dr.Beck,

Subject: Notification of Public Hearing for Establishment of City of Cibolo Reinvestment Zone 2

I am writing to formally notify you of a scheduled public hearing concerning the proposed establishment of Reinvestment Zone 2 for the City of Cibolo. This hearing will focus on the area generally located at 3641 Santa Clara Road and Interstate 10.

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Sincerely,

Clancy Hardin
Economic Development Manager
City of Cibolo

Clancy Hardin
Economic Development Manager
City of Cibolo
200 S Main Street
Cibolo, TX 78610
(210) 658-9900

October 14, 2025

The Honorable Kyle Kutscher
County Judge
Guadalupe County
101 East Court Street
Seguin, TX 78155

Dear Judge Kutscher,

Subject: Notification of Public Hearing for Establishment of City of Cibolo Reinvestment Zone 2

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Sincerely,

Clancy Hardin
Economic Development Manager
City of Cibolo

Clancy Hardin
Economic Development Manager
City of Cibolo
200 S Main Street
Cibolo, TX 78610
(210) 658-9900

October 14, 2025

The Honorable Daryl John
Tax Assessor Collector
Guadalupe County
307 W. Court Street
Seguin, TX 78155

Dear Honorable John,

Subject: Notification of Public Hearing for Establishment of City of Cibolo Reinvestment Zone 2

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Sincerely,

Clancy Hardin
Economic Development Manager
City of Cibolo

Clancy Hardin
Economic Development Manager
City of Cibolo
200 S Main Street
Cibolo, TX 78610
(210) 658-9900

October 14, 2025

The Honorable Stephen Germann
County Commissioner Pct 4
Guadalupe County
101 East Court Street
Seguin, TX 78155

Dear Commissioner Germann,

Subject: Notification of Public Hearing for Establishment of City of Cibolo Reinvestment Zone 2

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Thank you for your attention to this important matter

Sincerely,

Clancy Hardin
Economic Development Manager
City of Cibolo

Clancy Hardin
Economic Development Manager
City of Cibolo
200 S Main Street
Cibolo, TX 78610
(210) 658-9900

October 14, 2025

Peter Snaddon
Chief Appraiser
Guadalupe Appraisal District
3000 N Austin St
Seguin, TX 78155

Dear Mr. Snaddon,

Subject: Notification of Public Hearing for Establishment of City of Cibolo Reinvestment Zone 2

I am writing to formally notify you of a scheduled public hearing concerning the proposed establishment of Reinvestment Zone 2 for the City of Cibolo. This hearing will focus on the area generally located at 3641 Santa Clara Road and Interstate 10.

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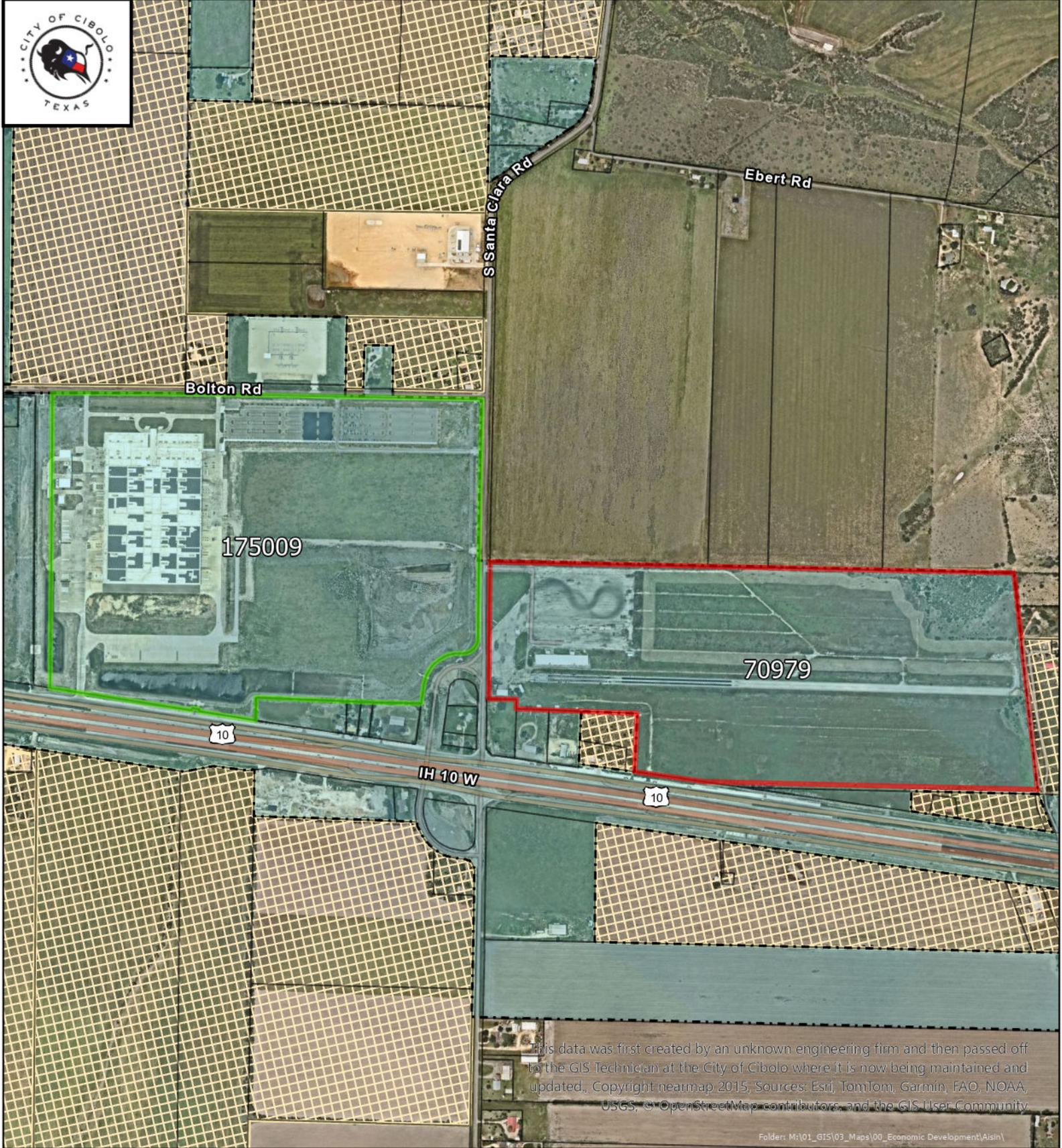
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Sincerely,

Clancy Hardin
Economic Development Manager
City of Cibolo



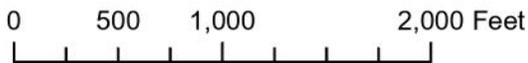
This data was first created by an unknown engineering firm and then passed off to the GIS Technician at the City of Cibolo where it is now being maintained and updated. Copyright nearmap 2015, Sources: Esri, TomTom, Garmin, FAO, NOAA, USGS, © OpenStreetMap contributors, and the GIS User Community

Folder: M:\01_GIS\03_Maps\00_Economic Development\Aisin\



Project Spur/Theo Mapping

Scale: 1:11,000



Legend

-  Raceway
-  Aisin
-  Guadalupe Parcel Boundaries
-  Cibolo City Limits
-  Cibolo ETJ



City Council Regular Meeting Staff Report

A. Approval of the minutes of the Special City Council Meeting held on October 14, 2025.

Meeting	Agenda Group
Monday, October 27, 2025, 6:30 PM	Consent Agenda - Consent Items (General Items) Item: 8A.
From	
Peggy Cimics, City Secretary	

PRIOR CITY COUNCIL ACTION:

N/A

BACKGROUND:

N/A

STAFF RECOMMENDATION:

N/A

FINANCIAL IMPACT:

N/A

MOTION(S):

N/A

Attachments

[101425 Special Council Minutes.pdf](#)



CITY COUNCIL SPECIAL MEETING

Cibolo City Hall
200 S. Main St.
Cibolo, Texas 78108
October 14, 2025
6:00 p.m. to 6:25 p.m.

MINUTES

1. Call to Order – Meeting was called to order by Mayor Allen at 6:30 p.m.
2. Roll Call and Excused Absences – Council Present: Mayor Allen, Councilman McGlothlin, 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.**

No one signed up to speak during this item.

6. Discussion/Action
 - A. Discussion/Action on the removal of members to all Boards, Commissions, Committees, and Corporations.

Councilwoman D. Roberts made the motion to remove Ms. Weimer from the Planning and Zoning Commission for excessive absences. The motion was seconded by Councilman Mahoney. For: All; Against: None. The motion carried 7 to 0.

Councilwoman D. Roberts made the motion to remove Delaine Smith from the Historic Committee for excessive absences. The motion was seconded by Councilman McGlothlin. For: All; Against: None. The motion carried 7 to 0.

B. Discussion/Action on the appointment of members to all Boards, Commissions, Committees, and Corporations.

Prior to appointments Councilwoman D. Roberts ask the Mayor if she could go back to 6A as she had two other removals. Mayor Allen told Councilwoman D. Roberts to go ahead and make her motions.

Councilwoman D. Roberts made the motion to remove Mr. Boyle from the Economic Development Corporation for excessive absences. The motion was seconded by Councilman Hicks. For: Councilman Hicks, Councilwoman D. Roberts, Councilwoman Sanchez-Stephens, and Councilman Mahoney; Against: Councilwoman Cunningham, Councilman R. Roberts, and Councilman McGlothlin. The motion carried 4 to 3.

Councilwoman D. Roberts made the motion to remove Ms. Christophe from the Economic Development Corporation for excessive absences. The motion was seconded by Councilman Hicks. For: Councilman Hicks, Councilwoman D. Roberts, Councilwoman Sanchez-Stephens, and Councilman Mahoney; Against: Councilwoman Cunningham, Councilman R. Roberts, and Councilman McGlothlin. The motion carried 4 to 3.

Mayor Allen called members to the podium for appointments at this time. Each individual was ask to give their name and why they would like to serve on a committee. Council had the opportunity to ask questions prior to a motion to appoint.

Councilwoman Cunningham made the motion to appoint Mr. Solis to the Capital Improvement Advisory Committee (CIAC). The motion was seconded by Councilman Hicks. For: All; Against: None. The motion carried 7 to 0.

Councilwoman Cunningham made the motion to appoint Mr. Solis to the Unified Development Committee (UDC). The motion was seconded by Councilman Hicks. For: All; Against: None. The motion carried 7 to 0.

Councilwoman Cunningham made the motion to appoint Mr. Harper to the Capital Improvement Committee (CIAC). The motion was seconded by Councilman McGlothlin. For: All; Against: None. The motion carried 7 to 0.

Councilwoman Cunningham made the motion to appoint Mr. Schlather to the Old Town Master Plan Committee. The motion was seconded by Councilman McGlothlin. For: All; Against: None. The motion carried 7 to 0.

Councilwoman D. Roberts made the motion to appoint Mr. Henry to the Old Town Master Plan Committee. The motion was seconded by Councilman R. Roberts. For: All; Against: None. The motion carried 7 to 0.

Councilwoman D. Roberts made the motion to appoint Mr. Henry to the Capital Improvement Committee (CIAC). The motion was seconded by Councilman Hicks. For: All; Against: None. The motion carried 7 to 0.

Councilwoman Cunningham made the motion to appoint Ms. Long to the Old Town Master Plan Committee. The motion was seconded by Councilman Hicks. For: All; Against: None. The motion carried 7 to 0.

Councilwoman Cunningham made the motion to appoint Ms. Long to the Capital Improvement Advisory Committee (CIAC). The motion was seconded by Councilman Hicks. For: All; Against: None. The motion carried 7 to 0.

Councilwoman Cunningham made the motion to appoint Ms. Lambert to the Board of Adjustment (BOA). The motion was seconded by Councilman Hicks. For: All; Against: None. The motion carried 7 to 0.

Mr. Benson had notified the City Secretary that he was still interest in serving on the Unified Development Code (UDC) but had an emergency and was unable to attend this meeting. Ms. Guzikowski, Mr. Frederick, and Ms. Melton did not respond to the email that was sent or message left on the phone if they would attend the meeting.

7. Adjournment

Councilman McGlothin made the motion to adjourn the meeting at 6:23 p.m. The motion was seconded by Councilman Mahoney. For: All; Against: None. The motion carried 7 to 0.

PASSED AND APPROVED THIS 27TH DAY OF OCTOBER 2025

Mark Allen
Mayor

ATTEST

Peggy Cimics, TRMC
City Secretary



City Council Regular Meeting Staff Report

B. Approval of the minutes of the Regular City Council Meeting held on October 14, 2025.

Meeting	Agenda Group
Monday, October 27, 2025, 6:30 PM	Consent Agenda - Consent Items (General Items) Item: 8B.
From	
Peggy Cimics, City Secretary	

PRIOR CITY COUNCIL ACTION:

N/A

BACKGROUND:

N/A

STAFF RECOMMENDATION:

N/A

FINANCIAL IMPACT:

N/A

MOTION(S):

N/A

Attachments

[101425 Council Minutes.pdf](#)



CIBOLO CITY COUNCIL
CIBOLO MUNICIPAL BUILDING
200 S. Main
Cibolo, Texas 78108
October 14, 2025
6:30 p.m.

Minutes

1. Call to Order – Meeting was called to order by Mayor Allen at 6:34 p.m.
2. Roll Call and Excused Absences – Council Present: Mayor Allen, Councilman McGlothin, Councilman R. Roberts, Councilman Mahoney, Councilwoman Cunningham, Councilwoman Sanchez-Stephens, Councilwoman D. Roberts, and Councilman Hicks.
3. Invocation – The Invocation was given by Pastor John Minton.
4. Pledge of Allegiance – All in attendance recited the Pledge of Allegiance.
5. Presentation of Awards/Recognitions
 - A. Recognition of service to Police Department Volunteer.

Chief Andres presented Mr. Tom White a plaque and his service badge for his long term service as a reserve officer with the Cibolo Police Department.
 - B. Five Year Service Award to Dale Roberts from the Public Works Department.

This item was postponed until the October 27th meeting.
 - C. Certificates of Appreciation for the Parks Commission Fun Run.

Certificates were presented to the volunteers that helped out at the Parks Commission Fun Run.
6. Proclamations
 - A. Domestic Violence Awareness Month.

Councilman Hicks read the Proclamation for Domestic Violence Awareness Month for the Comal County Crisis Center. Members of the Comal Crisis Center received the Proclamation.
 - B. Domestic Violence Awareness Month.

Councilwoman Cunningham read the Proclamation for Domestic Violence Awareness Month for the Thriving Hearts Crisis Center of Guadalupe County. Ms. Wertz and her co-workers received the Proclamation.

C. Texas Chamber of Commerce Week.

Councilwoman Sanchez-Stephens read the Proclamation for Texas Chamber of Commerce Week. Ms. Titterington from the Chamber received the Proclamation.

7. Citizens to be Heard

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The following individuals signed up to speak during this item. Ms. Qaiyyim spoke on the 2nd Annual Cibolo Book Festival which will be on October 18th from 10am to 3pm. The event will be at 207 S. Main St. The event promotes Community, Literacy, and Local Authors. Mr. Minton spoke on Christman in Bethlehem. He would like to have a banner over the street to advertise the event. He also spoke on the new park the church built which has been bringing up to 900 students out to enjoy this facility. Ms. Titterington from the Chamber spoke on the events happening in and round the city in the coming month. Ms. Rodriguez from Saddle Creek Ranch spoke on a traffic light for the citizens of this neighborhood to be able to get out of their subdivision. She did state that she has reached out to TxDot but would like the city's help. Ms. Kemp from Saddle Creek Ranch spoke on the flood plain issue in her subdivision. She did state that they did have some discussion with the developer, but they were told that the developer would not do anything with the floodplain area.

8. 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 September 18, 2025.

B. Approval of the minutes of the Regular City Council Meeting held on September 23, 2025.

Councilman Hicks made the motion to approve the consent agenda. The motion was seconded by Councilwoman D. Roberts. For: All; Against: None. The motion carried 7 to 0.

9. Staff Update

A. Administration

a. Capital Improvement Program – Updates on Projects

Lower Seguin Road – No update

Dean Road and Bolton Road – No update

Green Valley Road Water Main Extension No update

FM 78 – Water Main Extension – No update

FY25 Street Rehabilitation Package 1

95% Completed. Deer Creek Blvd (Cordero to Falling Sun), Green Valley Road (Dean Rd to Westmont) and Green Valley Road (CVD to Green Valley Loop). Projects are complete and will be scheduling final walk-through in the coming weeks.

FY25 Street Rehabilitation Package 2

30% Completed. Silver Wing – CVD to Thistle Creek – Under Construction. Final concrete pour was completed October 14th, Milling and Base Repair will begin the week of October 20th, Final surface tentatively scheduled for October 30th.

Town Creek Road – Green Valley Rd to Bentwood Pass – Under Construction. Contractor currently working on the Lime Treated Subgrade, Scheduled to have first layer of Asphalt completed the week of November 4th, Sidewalk construction will follow, Final Surface tentatively scheduled for December 9th.

Firebird Run 0 Silver Wing to Kipper Ave – Scheduled. Project will begin January 5th to avoid conflict during holidays.

Deer Creek Drainage Improvements

90% Completed. Concrete restoration is completed. Concrete restoration is completed; Contractor is working on backfill and site work.

Town Creek Trail – No update

b. RFP's, RFQ's, RFB's, and ITB's – No update

c. Cibolo Community Center – 95% completed. Soft opening scheduled for October 27th.

d. Update on the next Council Workshop scheduled for Oct. 27th

Workshop will take place from 5pm to 6:20pm in the Council Chambers. This Workshop will take place prior to the regular scheduled Council Meeting schedule for 6:30 that same day.

e. Cibolofest Update – Carnival will be in MEC and City Hall Parking Lot. There are 150 vendors that will be on Main St.

B. Police Department – In packet

10. Discussion/Action

A. Discussion/Action on the City Council Travel Policy.

Councilman R. Roberts made the motion to table this item until the October 27th meeting. The motion was seconded by Councilman McGlothlin. For: Councilman McGlothlin, Councilman R. Roberts, Councilman Mahoney, and Councilwoman Cunningham; Against: Councilwoman Sanchez-Stephens, Councilwoman D. Roberts, and Councilman Hicks. The motion carried 4 to 3.

B. Discussion/Action on the City Council Interview Policy for Boards/Committees/Commissions/Corporations.

Councilwoman Cunningham made the motion to approve the City Council Interview Policy for Boards/Committees/Commissions/Corporations. The motion was seconded by Councilwoman Sanchez-Stephens. For: All; Against: None. The motion carried 7 to 0.

C. Discussion/Action regarding the Preliminary Acceptance of Public Infrastructure for Buffalo Heights Crossing II Knights Crossing Phase 2.

Councilwoman Cunningham made the motion to approve the Preliminary Acceptance of Public Infrastructure for Buffalo Heights Crossing II Knights Crossing Phase 2. The motion was seconded by Councilman McGlothlin. For: All; Against: None. The motion carried 7 to 0.

- D. Discussion/Action and consideration of the Drainage Division to maintain HOA Drainage/Open Spaces.

There was a lot of discussion from council on this item. Councilwoman Cunningham made the motion for staff to come up with a plan on what the next steps would be on how to assist the HOA and what options they may have. Staff will also look at other communities and see what they do to help with situation like Cibolo. The motion was seconded by Councilman Hicks. For: Councilman Hicks, Councilwoman Sanchez-Stephens, Councilwoman Cunningham, Councilman Mahoney, and Councilman R. Roberts; Against: Councilwoman D. Roberts and Councilman McGlothlin. The motion carried 5 to 2.

- E. Discussion/Action on City of Cibolo Employee Handbook policy review.

Councilman Hicks made the motion to do nothing on this item until they receive the next set of Cibolo Employee Handbook policy review. The motion was seconded by Councilwoman D. Roberts. For: 6 to 0. Councilwoman Cunningham was not at the dais for the vote.

- F. Discussion/Action on additional data regarding Employee Compensation and Classification Market Comparison.

Councilman Hicks made the motion to approve the additional data regarding Employee Compensation and Classification Market Comparison. The motion was seconded by Councilwoman Cunningham. For: Councilman McGlothlin, Councilman R. Roberts, Councilman Mahoney, Councilwoman Cunningham, and Councilman Hicks; Against: Councilwoman Sanchez-Stephens; Abstain: Councilwoman D. Roberts. Motion carried 5 to 1 to 1.

- G. Discussion/Action to approve an additional Service Request with Lockwood, Andrews, & Newman, Inc. (LAN) for Professional Services and Survey for the Tolle Road Improvement Project in the amount of \$85,670 and authorize the City Manager to execute the change order.

Councilman Hicks made the motion to table this item until October 27th. The motion was seconded by Councilwoman Cunningham. For: All; Against: None. The motion carried 7 to 0.

- H. Discussion/Action on the reappointment of Ted Gibbs to the CVLGC and the appointment of City Council Ex-Officio to the CVLGC.

Councilman Hicks made the motion to reappoint Mr. Gibbs to the CVLGC. The motion was seconded by Councilwoman Cunningham. For: Councilman Hicks, Councilwoman D. Roberts, Councilwoman Sanchez-Stephens, Councilwoman Cunningham, Councilman Mahoney, and Councilman R. Roberts; Against: Councilman McGlothlin. Motion carried 6 to 1.

Councilman Hicks made the motion to appoint himself as the Ex-Officio to the CVLGC starting in January 2026. The motion was seconded by Councilwoman Sanchez-Stephens. For: Councilman Hicks, Councilwoman D. Roberts, Councilwoman Sanchez-Stephens, and Councilwoman Cunningham; Against: Councilman Mahoney, Councilman R. Roberts, and Councilman McGlothlin. The motion carried 4 to 3.

- I. Discussion on a plan to replace the trees removed during the reconstruction of Cibolo Valley Drive.

Staff will be planting 97 trees along Cibolo Valley Drive to replace those that were removed during reconstruction of Cibolo Valley Drive.

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

Councilman Hicks attended the MPO meeting. Councilwoman Sanchez-Stephens attended a Faith in Blue Ceremony and Growth Summit meeting, and Fun Run, Councilwoman Cunningham attended National Night Out, Youth Council, and Growth Summit meeting, Councilman Mahoney attend the Growth Summit meeting and the Fun Run, and Councilman R. Roberts attended the Growth Summit meeting.

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

Councilman Hicks wanted to place an item on the agenda to place a banner across the street as request during Citizens to be Heard.

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

Council went over the calendar for October and November 2025.

11. Ordinances

- A. Approval/Disapproval of an Ordinance adopting the Investment Policy of the City of Cibolo and appointing the City's Investment Officers.

Councilman Hicks made the motion to approve the ordinance adopting the Investment Policy of the City of Cibolo and appointing the City's Investment Officers. The motion was seconded by Councilwoman Sanchez-Stephens. For: All; Against: None. The motion carried 7 to 0.

12. Resolutions

- A. Approval/Disapproval of a Resolution of the City of Cibolo authorizing the City Manager to sign an Amendment of the Interlocal Agreement for utilizing Dispatch Services with the City of Schertz.

Councilman Hicks made the motion to approve a resolution of the City of Cibolo authorizing the City Manager to sign an Amendment of the Interlocal Agreement for utilizing Dispatch Services with the City of Schertz. The motion was seconded by Councilwoman Cunningham. For: All; Against: None. The motion carried 7 to 0.

- B. Approval/Disapproval of a Resolution of the City of Cibolo nominating a candidate to the Guadalupe County Appraisal District for election to the Board of Directors.

Councilman McGlothin made the motion to nominate Councilwoman D. Roberts as Cibolo's candidate to the Guadalupe County Appraisal District for election to the Board of Directors. The motion was seconded by Councilwoman Cunningham. For: All; Against: None. The motion carried 7 to 0.

13. 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 551.072, Real Property, and Section 551.074 Personnel Matters to discuss the following:

- A. Annexation Negotiations
- B. Discussion on Strategic Partnership Agreement with proposed Bolton Road MUD
- C. Civil Action No: 5:24-cv-01471, In the United States District Court for the Western District of Texas-San Antonio.
- D. City Secretary appointment, employment, evaluation, and duties.

Council convened into Executive Session at 9:48 p.m.

14. 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.

Council reconvened into Open Session at 11:25 p.m. No action was taken.

15. Adjournment

Councilman Hicks made the motion to adjourn the meeting at 11:34 p.m. The motion was seconded by Councilman R. Roberts. For: All; Against: None. The motion carried 7 to 0.

PASSED AND APPROVED THIS 27TH DAY OF OCTOBER 2025.

Mark Allen
Mayor

ATTEST

Peggy Cimics, TRMC
City Secretary



City Council Regular Meeting Staff Report

C. Approval of the August 2025 Revenue & Expense Report pending final acceptance of the City's financial audit for the 24-25 fiscal year.

Meeting	Agenda Group
Monday, October 27, 2025, 6:30 PM	Consent Agenda - Consent Items (General Items) Item: 8C.
From	
Jessica Donoho, Accounting Manager	
Staff Contact(s)	
Anna Miranda,	

PRIOR CITY COUNCIL ACTION:

N/A

BACKGROUND:

N/A

STAFF RECOMMENDATION:

N/A

FINANCIAL IMPACT:

N/A

MOTION(S):

N/A

Attachments

[Revenue Expense Report-2025.08.31.pdf](#)



" City of Choice"

Revenue and Expense Report

August 31, 2025

**CITY OF CIBOLO
REVENUE AND EXPENSE REPORT-AUGUST**

FISCAL YEAR 2025

Account Number	Description	ADOPTED BUDGET	CURRENT BUDGET	CURRENT PERIOD	YEAR TO DATE ACTUAL	REMAINING BALANCE	PERCENT MET
GENERAL FUND							
	Beginning Fund Balance	5,963,175	7,130,427		7,130,427		
	General and franchise taxes	18,698,200	18,698,200	516,674	17,544,549	1,153,651	93.8%
	Permits and fees	181,000	181,000	1,596	136,300	44,700	75.3%
	Animal Control	33,750	33,750	4,129	45,110	(11,360)	133.7%
	Court and Alarm Permits	255,450	255,450	13,001	165,922	89,528	65.0%
	Interest and Miscellaneous	439,164	439,164	36,721	495,136	(55,972)	112.7%
	Parks and Grants	98,500	98,500	7,229	117,955	(19,455)	119.8%
	Intergovernmental and Transfers	2,972,115	2,972,115	235,963	2,342,265	629,850	78.8%
	Other Financing Sources	245,500	245,500	49,849	268,808	(23,308)	109.5%
	Revenue Subtotal	22,923,679	22,923,679	865,162	21,116,045	1,807,634	92.1%
10151	Salaries and Benefits	15,810,191	15,826,838	1,203,872	14,004,426	1,822,412	88.5%
10152	Services, Utilities & Training	3,379,239	3,604,208	236,243	3,187,247	416,962	88.4%
10153	General Supplies and Repairs	1,355,863	1,417,442	86,307	1,117,719	299,722	78.9%
10154	Capital and NonCapital	46,002	797,327	3,216	774,523	22,804	97.1%
10155	Other Expenses	1,744,228	1,463,628	(65,145)	980,933	482,695	67.0%
10158	Transfers	40,000	43,886	1,463	41,463	2,423	94.5%
10159	Debt Service	849,300	799,533	87,283	654,145	145,388	81.8%
	Expenditure Subtotal	23,224,823	23,952,862	1,553,240	20,760,455	3,192,407	86.7%
8/31/2025	Net Change	(301,144)	(1,029,183)	(688,078)	355,590	(1,384,773)	
	GENERAL FUND (Unaudited)	5,662,031	6,101,244		7,486,017		
Expenditures by Department:							
	CITY MANAGER	645,666	665,943	51,729	618,778	47,165	92.9%
	PUBLIC RELATIONS	144,708	148,492	9,155	124,967	23,525	84.2%
	CITY COUNCIL	64,295	64,295	965	50,875	13,420	79.1%
	CITY SECRETARY	422,661	476,367	28,562	437,490	38,877	91.8%
	POLICE DEPARTMENT	6,935,233	6,593,144	531,333	5,443,565	1,149,579	82.6%
	MUNICIPAL COURT	185,973	184,386	14,666	149,093	35,293	80.9%
	CODE ENFORCEMENT	180,371	214,479	18,855	156,916	57,563	73.2%
	PUBLIC WORKS - STREETS	1,385,392	1,444,199	97,935	1,247,937	196,262	86.4%
	PUBLIC WORKS - ADMIN	945,660	999,628	64,924	878,063	121,565	87.8%
	ANIMAL SERVICES	530,921	493,273	43,524	422,605	70,668	85.7%
	PARKS & FACILITY MAINTENANCE	1,199,442	1,197,688	89,612	1,014,345	183,343	84.7%
	ECONOMIC DEVELOPMENT	262,245	254,891	10,280	201,199	53,692	78.9%
	FINANCE DEPARTMENT	637,999	649,492	48,178	583,154	66,338	89.8%
	INFORMATION TECHNOLOGY DEPT	1,490,257	1,605,459	87,352	1,568,007	37,452	97.7%
	HUMAN RESOURCES	590,221	559,579	37,541	468,393	91,186	83.7%
	FIRE DEPARTMENT	5,331,544	6,427,944	440,786	6,006,359	421,585	93.4%
	NON-DEPARTMENTAL	2,272,235	1,973,603	(22,157)	1,388,708	584,895	70.4%
	Expenditure Subtotal	23,224,823	23,952,862	1,553,240	20,760,455	3,192,407	86.7%

**CITY OF CIBOLO
REVENUE AND EXPENSE REPORT-AUGUST**

FISCAL YEAR 2025

Account Number	Description	ADOPTED BUDGET	CURRENT BUDGET	CURRENT PERIOD	YEAR TO DATE ACTUAL	REMAINING BALANCE	PERCENT MET
UTILITY FUND							
	Beginning Fund Balance	8,563,061	7,648,688		7,648,688		
	Utility Services	18,810,000	18,810,000	1,614,381	16,297,011	2,512,989	86.6%
	Meter connections	59,000	59,000	4,023	21,221	37,779	36.0%
	Credit card fees	154,000	154,000	13,596	147,889	6,111	96.0%
	Interest Transfers and Misc	417,500	417,500	42,403	454,859	(37,359)	108.9%
	Other Financing Sources	-	-	13,983	13,983	(13,983)	
	Revenue Subtotal	19,440,500	19,440,500	1,688,385	16,934,963	2,505,537	87.1%
50251	Salaries and Benefits	1,659,909	1,725,759	123,435	1,449,657	276,102	84.0%
50252	Services, Utilities & Training	737,055	953,745	(1,449)	411,480	542,266	43.1%
50253	General Supplies and Repairs	395,100	400,200	19,662	277,907	122,293	69.4%
50254	Capital and NonCapital	381,000	369,500	16,673	87,830	281,670	23.8%
50255	Other Expenses	7,467,250	7,417,250	712,478	6,816,246	601,004	91.9%
50256	Contracted Water Costs	6,768,000	6,768,000	392,261	4,139,503	2,628,497	61.2%
50258	Transfers	1,278,215	1,278,215	139,671	1,176,539	101,676	92.0%
50259	Debt Service	1,034,520	1,034,520	4,408	1,009,825	24,695	97.6%
	Expenditure Subtotal	19,721,049	19,947,189	1,407,138	15,368,986	4,578,204	77.0%
	Net Change	(280,549)	(506,689)	281,248	1,565,977	(2,072,667)	
8/31/2025	WATER & SEWER FUND (Unaudited)	8,282,512	7,141,999		9,214,665		
Expenditures by Department:							
	UTILITIES ADMINISTRATION	5,029,065	5,035,782	480,138	4,300,384	735,398	85.4%
	UTILITY OPERATIONS-GENERAL	2,525,039	2,696,172	171,611	2,033,679	662,493	75.4%
	UTILITY OPERATIONS-WASTEWATER	4,129,225	4,230,225	341,138	3,741,267	488,958	88.4%
	UTILITY OPERATIONS-WATER	7,002,000	7,019,290	414,251	4,328,359	2,690,932	61.7%
	UTILITIES - DEBT/NON-DEPARTMENTAL	1,035,720	965,720	-	965,297	423	100.0%
	Expenditure Subtotal	19,721,049	19,947,189	1,407,138	15,368,986	4,578,204	77.0%

**CITY OF CIBOLO
REVENUE AND EXPENSE REPORT-AUGUST**

FISCAL YEAR 2025

Account Number	Description	ADOPTED BUDGET	CURRENT BUDGET	CURRENT PERIOD	YEAR TO DATE ACTUAL	REMAINING BALANCE	PERCENT MET
<u>DRAINAGE UTILITY DISTRICT</u>							
	Beginning Fund Balance (Unaudited)	844,855	922,460		922,460		
	Utility Services	1,450,000	1,450,000	137,272	1,448,722	1,278	99.9%
	Interest Transfers and Misc	35,000	35,000	3,244	50,315	(15,315)	143.8%
	Revenue Subtotal	1,485,000	1,485,000	140,516	1,499,037	(14,037)	100.9%
50151	Salaries and Benefits	927,010	959,767	70,505	751,171	208,596	78.3%
50152	Services, Utilities & Training	309,040	312,169	4,480	47,905	264,264	15.3%
50153	General Supplies and Repairs	140,350	134,812	11,300	107,339	27,473	79.6%
50154	Capital and NonCapital	226,550	227,050	1,887	208,509	18,541	91.8%
50155	Other Expenses	44,550	44,550	-	-	44,550	0.0%
50158	Transfers	214,000	214,000	25,883	244,942	(30,942)	114.5%
50159	Debt Service	30,000	34,338	3,228	34,266	72	99.8%
	Expenditure Subtotal	1,891,500	1,926,686	117,283	1,394,131	532,554	72.4%
	Net Change	(406,500)	(441,686)	23,233	104,905	(546,591)	
	DRAINAGE UTILITY DISTRICT (Unaudited)	438,355	480,774		1,027,365		

**CITY OF CIBOLO
REVENUE AND EXPENSE REPORT-AUGUST**

FISCAL YEAR 2025

Account Number	Description	ADOPTED BUDGET	CURRENT BUDGET	CURRENT PERIOD	YEAR TO DATE ACTUAL	REMAINING BALANCE	PERCENT MET
<u>DEVELOPMENT SERVICES FUND</u>							
	Beginning Fund Balance (Unaudited)	-	-		-		
	Permits and Fees	3,263,900	3,263,900	147,136	1,688,130	1,575,770	51.7%
	Interest Transfers and Misc	5,500	5,500	4,212	53,034	(47,534)	964.3%
	Revenue Subtotal	3,269,400	3,269,400	151,347	1,741,165	1,528,235	53.3%
50051	Salaries and Benefits	727,120	723,596	43,086	549,938	173,658	76.0%
50052	Services, Utilities & Training	2,015,800	2,039,800	62,367	937,958	1,101,842	46.0%
50053	General Supplies and Repairs	34,300	32,300	142	21,697	10,603	67.2%
50054	Capital and NonCapital	-	-	-	-	-	
50055	Other Expenses	100,000	100,000	7,952	81,977	18,023	82.0%
50058	Transfers	178,500	178,500	14,870	163,574	14,926	91.6%
50059	Debt Service	-	-	-	-	-	
	Expenditure Subtotal	3,055,720	3,074,196	128,418	1,755,145	1,319,051	57.1%
	Net Change	213,680	195,204	22,929	(13,980)	209,184	
	8/31/2025 DEVELOPMENT SERVICES FUND (Unaudited)	213,680	195,204		(13,980)		
<u>Expenditures by Department:</u>							
	PLANNING SERVICES	1,134,570	1,171,046	65,916	909,090	261,956	77.6%
	BUILDING SERVICES	1,848,000	1,848,000	61,027	819,992	1,028,008	44.4%
	NON-DEPARTMENTAL	73,150	55,150	1,475	26,063	29,087	47.3%
	Expenditure Subtotal	3,055,720	3,074,196	128,418	1,755,145	1,319,051	57.1%

**CITY OF CIBOLO
REVENUE AND EXPENSE REPORT-AUGUST**

FISCAL YEAR 2025

Account Number	Description	ADOPTED BUDGET	CURRENT BUDGET	CURRENT PERIOD	YEAR TO DATE ACTUAL	REMAINING BALANCE	PERCENT MET
<u>ECONOMIC DEVELOPMENT CORPORATION</u>							
	Beginning Fund Balance (Unaudited)	1,916,159	2,719,652		2,719,652		
	Sales Tax	1,340,000	1,340,000	109,710	1,131,603	208,397	84.4%
	Interest Transfers and Misc	80,000	80,000	11,708	116,181	(36,181)	145.2%
	Revenue Subtotal	1,420,000	1,420,000	121,418	1,247,783	172,217	87.9%
80551	Salaries and Benefits	-	-	-	-	-	
80552	Services, Utilities & Training	279,608	439,608	43,965	182,653	256,955	41.5%
80553	General Supplies and Repairs	21,550	21,550	124	6,306	15,244	29.3%
80554	Capital and NonCapital	7,000	7,000	-	5,475	1,525	78.2%
80555	Other Expenses	115,500	575,500	15,000	29,883	545,617	5.2%
80558	Transfers	155,275	155,275	4,761	154,050	1,225	99.2%
80559	Debt Service	318,655	318,655	-	318,655	0	100.0%
	Expenditure Subtotal	897,588	1,517,588	63,850	697,022	820,566	45.9%
	Net Change	522,412	(97,588)	57,568	550,762	(648,350)	
	8/31/2025 ECONOMIC DEVELOPMENT FUND (Unaudited)	2,438,571	2,622,064		3,270,414		

**CITY OF CIBOLO
REVENUE AND EXPENSE REPORT-AUGUST**

FISCAL YEAR 2025

Account Number	Description	ADOPTED BUDGET	CURRENT BUDGET	CURRENT PERIOD	YEAR TO DATE ACTUAL	REMAINING BALANCE	PERCENT MET
<u>DEBT SERVICE FUND</u>							
	Beginning Fund Balance	1,377,148	1,415,354		1,415,354		
	General and franchise taxes	6,560,000	6,560,000	17,861	6,470,398	89,602	98.6%
	Interest Transfers and Misc	1,109,225	1,109,225	18,362	1,094,950	14,275	
	Revenue Subtotal	7,669,225	7,669,225	36,224	7,565,349	103,876	98.6%
	DEBT SERVICE FUND	7,747,644	7,747,644	-	7,282,552	465,092	94.0%
	Expenditure Subtotal	7,747,644	7,747,644	-	7,282,552	465,092	94.0%
	Net Change	(78,419)	(78,419)	36,224	282,797	(361,216)	
	DEBT SERVICE FUND (unaudited)	1,298,729	1,336,935		1,698,151		

**CITY OF CIBOLO
REVENUE AND EXPENSE REPORT-AUGUST**

FISCAL YEAR 2025

Account Number	Description	ADOPTED BUDGET	CURRENT BUDGET	CURRENT PERIOD	YEAR TO DATE ACTUAL	REMAINING BALANCE	PERCENT MET
CIBOLO PUBLIC FACILITY CORPORATION							
	Beginning Fund Balance	2,256,163	2,797,163		2,797,163		
81032	Permits and fees	14,000	14,000	-	6,155	7,845	44.0%
81035	Interest and Miscellaneous	100,000	100,000	9,928	110,409	(10,409)	110.4%
81038	Transfers	-	-	-	-	-	
	Revenue Subtotal	114,000	114,000	9,928	116,564	(2,564)	102.2%
81052	Services, Utilities & Training	-	214,235	-	194,158	20,077	90.6%
81053	General supplies and Repairs	-	3,200	1,184	1,184	2,016	37.0%
81054	Capital and NonCapital	-	102,400	375	1,744	100,656	1.7%
81055	Other Expenses	-	-	-	-	-	
81057	Construction	-	162,500	42,587	87,731	74,769	
81058	Transfers	14,000	14,000	-	-	14,000	0.0%
	Expenditure Subtotal	14,000	496,335	44,146	284,817	211,518	57.4%
	Net Change	100,000	(382,335)	(34,218)	(168,253)	(214,082)	
	CIBOLO PUBLIC FACILITY CORP (Unaudited)	2,356,163	2,414,828		2,628,910		

SPECIAL EVENTS

	Beginning Fund Balance	(11,064)	(9,367)		(9,367)		
20134	Fees	-	-	-	68	(68)	
20135	Interest and Miscellaneous	-	-	-	-	-	
20136	Event income	77,000	77,000	4,630	53,954	23,046	70.1%
20138	Transfers	40,000	40,000	-	40,000	-	100.0%
	Revenue Subtotal	117,000	117,000	4,630	94,022	22,978	80.4%
20152	Services, Utilities & Training	77,500	77,500	-	60,908	16,592	78.6%
20153	General supplies and Repairs	28,000	28,000	8,265	19,125	8,875	68.3%
20154	Capital and NonCapital	-	-	-	-	-	
20155	Other Expenses	200	200	-	403	(203)	201.5%
20158	Transfers	-	-	-	-	-	
	Expenditure Subtotal	105,700	105,700	8,265	80,437	25,263	76.1%
	Net Change	11,300	11,300	(3,635)	13,585	(2,285)	
	SPECIAL EVENTS (Unaudited)	236	1,933		4,218		

**CITY OF CIBOLO
REVENUE AND EXPENSE REPORT-AUGUST**

FISCAL YEAR 2025

Account Number	Description	ADOPTED BUDGET	CURRENT BUDGET	CURRENT PERIOD	YEAR TO DATE ACTUAL	REMAINING BALANCE	PERCENT MET
WATER IMPACT FEES							
	Beginning Fund Balance	5,615,737	5,914,174		5,914,174		
52232	Permits and Fees	700,000	700,000	-	129,672	570,328	18.5%
52235	Interest and Miscellaneous	225,000	225,000	20,455	239,803	(14,803)	106.6%
	Revenue Subtotal	925,000	925,000	20,455	369,476	555,524	39.9%
52252	Services, Utilities & Training	-	72,500	-	-	72,500	0.0%
52254	Capital and NonCapital	2,225,000	1,655,598	-	22,433	1,633,165	1.4%
52257	Construction	225,500	907,757	12,375	619,760	287,997	68.3%
	Expenditure Subtotal	2,450,500	2,635,854	12,375	642,193	1,993,661	24.4%
	Net Change	(1,525,500)	(1,710,854)	8,080	(272,717)	(1,438,137)	
	WATER IMPACT FEES (unaudited)	4,090,237	4,203,320		5,641,457		

WASTEWATER IMPACT FEES

	Beginning Fund Balance	3,545,217	3,871,386		3,871,386		
52432	Permits and Fees	300,000	300,000	2,643	171,896	128,105	57.3%
52435	Interest and Miscellaneous	100,000	100,000	14,750	156,169	(56,169)	156.2%
	Revenue Subtotal	400,000	400,000	17,393	328,064	71,936	82.0%
52452	Services, Utilities & Training	-	80,000	-	-	80,000	0.0%
52454	Capital and NonCapital	-	-	-	-	-	
52457	Construction	3,362,500	3,602,852	-	137,505	3,465,347	3.8%
	Expenditure Subtotal	3,362,500	3,682,852	-	137,505	3,545,347	3.7%
	Net Change	(2,962,500)	(3,282,852)	17,393	190,559	(3,473,411)	
	WASTEWATER IMPACT FEES (unaudited)	582,717	588,534		4,061,945		

**CITY OF CIBOLO
REVENUE AND EXPENSE REPORT-AUGUST**

FISCAL YEAR 2025

Account Number	Description	ADOPTED BUDGET	CURRENT BUDGET	CURRENT PERIOD	YEAR TO DATE ACTUAL	REMAINING BALANCE	PERCENT MET
TRAFFIC IMPACT FEES							
	Beginning Fund Balance	4,764,162	4,929,355		4,929,355		
32032	Permits and Fees	620,000	620,000	34,453	529,972	90,028	85.5%
32035	Interest and Miscellaneous	120,000	120,000	19,420	206,781	(86,781)	172.3%
	Revenue Subtotal	740,000	740,000	53,873	736,753	3,247	99.6%
32052	Services, Utilities & Training	-	123,500	-	-	123,500	0.0%
32057	Construction	4,221,900	4,315,362	-	61,962	4,253,400	1.4%
	Expenditure Subtotal	4,221,900	4,438,862	-	61,962	4,376,900	1.4%
	Net Change	(3,481,900)	(3,698,862)	53,873	674,792	(4,373,653)	
	TRAFFIC IMPACT FEES (unaudited)	1,282,262	1,230,493		5,604,147		

DRAINAGE IMPACT FEES

	Beginning Fund Balance	3,255,042	3,587,058		3,587,058		
52032	Permits and Fees	350,000	350,000	49,025	388,637	(38,637)	111.0%
52035	Interest and Miscellaneous	120,000	120,000	14,433	149,181	(29,181)	124.3%
	Revenue Subtotal	470,000	470,000	63,458	537,818	(67,818)	114.4%
52052	Services, Utilities & Training	-	43,000	-	-	43,000	0.0%
52054	Capital and NonCapital	-	-	-	-	-	
52057	Construction	2,135,006	2,368,665	11,414	95,230	2,273,435	4.0%
	Expenditure Subtotal	2,135,006	2,411,665	11,414	95,230	2,316,435	3.9%
	Net Change	(1,665,006)	(1,941,665)	52,045	442,588	(2,384,253)	
	DRAINAGE IMPACT FEES (unaudited)	1,590,036	1,645,393		4,029,646		

PARKLAND FEES

	Beginning Fund Balance	1,025,147	1,512,801		1,512,801		
32236	Permits and Fees	125,000	125,000	-	75,000	50,000	0
32235	Interest and Miscellaneous	40,000	40,000	4,571	58,836	(18,836)	147.1%
	Revenue Subtotal	165,000	165,000	4,571	133,836	31,164	81.1%
32252	Services, Utilities & Training	250,000	250,000	-	-	250,000	-
32254	Capital and NonCapital	13,000	13,000	-	-	13,000	-
32257	Construction	622,000	1,100,787	-	460,772	640,015	41.9%
	Expenditure Subtotal	885,000	1,363,787	-	460,772	903,015	33.8%
	Net Change	(720,000)	(1,198,787)	4,571	(326,936)	(871,851)	
	PARKLAND FEES (unaudited)	305,147	314,014		1,185,865		

**CITY OF CIBOLO
REVENUE AND EXPENSE REPORT-AUGUST**

FISCAL YEAR 2025

Account Number	Description	ADOPTED BUDGET	CURRENT BUDGET	CURRENT PERIOD	YEAR TO DATE ACTUAL	REMAINING BALANCE	PERCENT MET
<u>COURT TECHNOLOGY FEES</u>							
	Beginning Fund Balance	3,532	4,837		4,837		
23334	Permits and Fees	4,000	4,000	422	5,011	(1,011)	125.3%
23335	Interest and Miscellaneous	5	5	15	108	(103)	2160.6%
	Revenue Subtotal	4,005	4,005	437	5,119	(1,114)	127.8%
23352	Services, Utilities & Training	4,000	4,000	-	4,000	-	100.0%
23354	Capital and NonCapital	-	-	-	-	-	
	Expenditure Subtotal	4,000	4,000	-	4,000	-	100.0%
	Net Change	5	5	437	1,119	(1,114)	
	COURT TECHNOLOGY FEES (unaudited)	3,537	4,842		5,956		
<u>COURT SECURITY FEES</u>							
	Beginning Fund Balance	32,531	34,522		34,522		
23434	Permits and Fees	5,000	5,000	509	6,078	(1,078)	121.6%
23435	Interest and Miscellaneous	750	750	102	1,222	(472)	162.9%
	Revenue Subtotal	5,750	5,750	611	7,300	(1,550)	126.9%
23452	Services, Utilities & Training	-	-	-	-	-	
23458	Transfers	6,000	6,000	480	4,376	1,624	
	Expenditure Subtotal	6,000	6,000	480	4,376	1,624	72.9%
	Net Change	(250)	(250)	131	2,924	(3,174)	
	COURT SECURITY FEES (unaudited)	32,281	34,272		37,446		
<u>POLICE SEIZURE FUND</u>							
	Beginning Fund Balance	92,677	98,942		98,942		
23534	Permits and Fees	10,000	10,000	-	6,600	3,400	66.0%
23539	Other Financing Sources	-	-	-	3,425	(3,425)	
23535	Interest and Miscellaneous	2,500	2,500	180	3,070	(570)	122.8%
	Revenue Subtotal	12,500	12,500	180	13,095	(595)	104.8%
23552	Services, Utilities & Training	30,000	-	-	6,000	(6,000)	
23553	General supplies and repairs	6,000	6,000	-	-	6,000	0.0%
23554	Capital and Non Capital	20,000	30,000	-	10,000	20,000	33.3%
23558	Transfers	-	30,000	-	30,000	-	100.0%
	Expenditure Subtotal	56,000	66,000	-	46,000	20,000	69.7%
	Net Change	(43,500)	(53,500)	180	(32,905)	(20,595)	
	POLICE SEIZURE FUND (unaudited)	49,177	45,442		66,037		

**CITY OF CIBOLO
REVENUE AND EXPENSE REPORT-AUGUST**

FISCAL YEAR 2025

Account Number	Description	ADOPTED BUDGET	CURRENT BUDGET	CURRENT PERIOD	YEAR TO DATE ACTUAL	REMAINING BALANCE	PERCENT MET
<u>POLICE EDUCATION FUND</u>							
	Beginning Fund Balance	14,228	17,054		17,054		
23634	Grants	2,500	2,500	-	6,184	(3,684)	247.4%
23635	Interest and Miscellaneous	300	300	27	432	(132)	144.0%
	Revenue Subtotal	2,800	2,800	27	6,616	(3,816)	236.3%
23652	Services, Utilities and Training	16,000	16,000	1,167	14,476	1,524	90.5%
23654	Capital and Non Capital	-	-	-	-	-	
	Expenditure Subtotal	16,000	16,000	1,167	14,476	1,524	90.5%
	Net Change	(13,200)	(13,200)	(1,141)	(7,859)	(5,341)	
	POLICE EDUCATION FUND (unaudited)	1,028	3,854		9,195		

<u>SPECIAL DONATIONS FUND</u>							
	Beginning Fund Balance	21,231	26,790		26,790		
20234	Donations and Grants	2,500	2,500	190	2,810	(310)	112.4%
20235	Interest and Miscellaneous	500	500	76	902	(402)	180.5%
	Revenue Subtotal	3,000	3,000	266	3,712	(712)	123.7%
20252	Services, Utilities and Training	3,000	3,000	-	-	3,000	0.0%
20253	General Supplies and Repairs	2,000	2,000	-	-	2,000	0.0%
20254	Capital and Non Capital	-	-	-	790	(790)	
	Expenditure Subtotal	5,000	5,000	-	-	5,000	0.0%
	Net Change	(2,000)	(2,000)	266	3,712	(5,712)	
	SPECIAL DONATIONS FUND (unaudited)	19,231	24,790		30,502		

<u>CHILD SAFETY FEES</u>							
	Beginning Fund Balance	12,181	127,479		127,479		
23834	Donations and Grants	40,000	40,000	3,926	43,319	(3,319)	108.3%
23835	Interest and Miscellaneous	500	500	117	1,830	(1,330)	366.0%
	Revenue Subtotal	40,500	40,500	4,043	45,150	(4,650)	111.5%
23853	General Supplies and Repairs	-	800	-	800	0	
23854	Capital & Non-Capital	-	110,250	-	110,250	-	
23858	Transfers	27,850	27,050	305	18,856	8,194	69.7%
	Expenditure Subtotal	27,850	138,100	305	129,906	8,194	94.1%
	Net Change	12,650	(97,600)	3,738	(84,756)	(12,844)	
	CHILD SAFETY FEE (unaudited)	24,831	29,879		42,723		

**CITY OF CIBOLO
REVENUE AND EXPENSE REPORT-AUGUST**

FISCAL YEAR 2025

Account Number	Description	ADOPTED BUDGET	CURRENT BUDGET	CURRENT PERIOD	YEAR TO DATE ACTUAL	REMAINING BALANCE	PERCENT MET
<u>STREET MAINTENANCE TAX</u>							
	Beginning Fund Balance	951,618	997,114		997,114		
23930	General Taxes	1,340,000	1,340,000	109,710	1,131,603	208,397	84.4%
23935	Interest and Miscellaneous	60,000	60,000	4,258	35,547	24,453	59.2%
23936	Donations and grants	-	-	-	-	-	
23938	Transfers	-	-	-	-	-	
	Revenue Subtotal	1,400,000	1,400,000	113,968	1,167,150	232,850	83.4%
23952	Services, Utilities, and Training	750,000	779,456	-	75,270	704,186	9.7%
23953	General Supplies and Repairs	150,000	198,444	4,476	98,253	100,191	49.5%
23954	Capital and NonCapital	-	-	-	-	-	
23957	Construction	-	-	-	-	-	
23958	Transfers	748,950	748,950	-	748,950	-	100.0%
	Expenditure Subtotal	1,648,950	1,726,850	4,476	922,473	804,378	53.4%
	Net Change	(248,950)	(326,850)	109,492	244,677	(571,527)	
	STREET MAINTENACE TAX (unaudited)	702,668	670,264		1,241,791		

GRANTS FUND

	Beginning Fund Balance	8,759	52,680		52,680		
23035	Interest and Miscellaneous	-	-	3,612	85,398	(85,398)	
23036	Donations and grants	250,000	3,922,200	3,197	2,423,572	1,498,628	61.8%
23038	Transfers	-	126,257	1,463	31,463	94,794	24.9%
	Revenue Subtotal	250,000	4,048,457	8,271	2,540,433	1,508,024	62.8%
23051	Salaries and Benefits	250,000	630,753	-	288,707	342,045	45.8%
23052	Services, Utilities, and Training	-	753,932	36,123	319,001	434,931	42.3%
23053	General Supplies and Repairs	-	168,798	4,925	20,053	148,745	11.9%
23054	Capital and NonCapital	-	603,968	29,727	370,819	233,149	61.4%
23055	Other Expenses	-	280,000	28,000	252,000	28,000	90.0%
23057	Construction	-	1,655,555	16,660	1,238,426	417,129	74.8%
	Expenditure Subtotal	250,000	4,093,005	115,435	2,489,006	1,603,999	60.8%
	Net Change	-	(44,548)	(107,164)	51,427	(95,975)	
	GRANTS FUND (unaudited)	8,759	8,132		104,107		

**CITY OF CIBOLO
REVENUE AND EXPENSE REPORT-AUGUST**

FISCAL YEAR 2025

Account Number	Description	ADOPTED BUDGET	CURRENT BUDGET	CURRENT PERIOD	YEAR TO DATE ACTUAL	REMAINING BALANCE	PERCENT MET
IT REPLACEMENT FUND							
	Beginning Fund Balance	119,978	140,761		140,761		
30135	Interest and Miscellaneous	5,000	5,000	219	5,382	(382)	107.6%
30138	Transfers	-	-	-	-	-	
	Revenue Subtotal	5,000	5,000	219	5,382	(382)	107.6%
30152	Services, Utilities, and Training	-	-	-	-	-	
30154	Capital and NonCapital	91,900	91,900	-	82,073	9,827	89.3%
	Expenditure Subtotal	91,900	91,900	-	82,073	9,827	89.3%
	Net Change	(86,900)	(86,900)	219	(76,691)	(10,209)	
	IT REPLACEMENT (unaudited)	33,078	53,861		64,070		

HOTEL OCCUPANCY TAX

	Beginning Fund Balance	12,052	19,493		19,493		
23130	General Taxes	3,600	3,600	-	4,218	(618)	117.2%
23135	Interest and Miscellaneous	-	-	96	918	(918)	
	Revenue Subtotal	3,600	3,600	96	5,135	(1,535)	142.6%
23152	Services, Utilities, and Training	-	-	-	-	-	
23154	Capital and NonCapital	-	-	-	-	-	
	Expenditure Subtotal	-	-	-	-	-	
	Net Change	3,600	3,600	96	5,135	(1,535)	
	HOTEL OCCUPANCY TAX (unaudited)	15,652	23,093		24,628		

**CITY OF CIBOLO
REVENUE AND EXPENSE REPORT-AUGUST**

FISCAL YEAR 2025

Account Number	Description	ADOPTED BUDGET	CURRENT BUDGET	CURRENT PERIOD	YEAR TO DATE ACTUAL	REMAINING BALANCE	PERCENT MET
PEG FUNDS							
	Beginning Fund Balance	8,724	106,527		106,527		
23230	General Taxes	30,000	30,000	5,948	28,196	1,804	94.0%
23235	Interest and Miscellaneous	-	-	465	4,998	(4,998)	
	Revenue Subtotal	30,000	30,000	6,412	33,194	(3,194)	110.6%
23252	Services, Utilities, and Training	-	-	-	-	-	
23254	Capital and NonCapital	-	-	6,894	6,894	(6,894)	
	Expenditure Subtotal	-	-	6,894	6,894	(6,894)	
	Net Change	30,000	30,000	(482)	26,300	3,700	
	PEG FUNDS(unaudited)	38,724	136,527		132,827		

ACCOUNT NUMBER	DESCRIPTION	INCEPTION THROUGH FY 24	FY 25 8/31/2025	TOTAL PROJECT TO DATE
<u>2011 GO BONDS - TOWN CREEK DET</u>		14	15	16
	BEGINNING FUND BALANCE	-	10,209	-
354-35100-000-000-0000	INTEREST	363,965	341	364,306
354-35150-000-000-0000	UNREALIZED GAIN/LOSS ON INVEST	228	-	228
354-35250-000-000-0000	NET BOND PROCEEDS	5,350,000	-	5,350,000
	TOTAL REVENUES	5,714,193	341	5,714,535
354-57400-000-000-4041	LAND ACQUISITION	1,351,749	-	1,351,749
354-57500-000-000-4041	ENGINEERING SERVICES	1,693,647	2,920	1,696,567
354-57600-000-000-4041	CONSTRUCTION COSTS	2,658,588	4,527	2,663,115
	TOTAL EXPENDITURES	5,703,984	7,447	5,711,431
Fund number: 354	2011 GO BONDS - TOWN CREEK DET	10,209	(7,106)	3,103
	ENDING FUND BALANCE	10,209	3,103	3,103
<u>Outstanding Encumbrances:</u>				
354-57600-000-000-4041	Texas Sterling	PO 22139		615
354-57500-000-000-4041	Vickrey & Associates, Inc	PO 22166		-
354-57600-000-000-4041	Alamo Fence Company	PO 957315		-
354-57500-000-000-4041	ESP Associates	PO 957434		1,680
	Total Encumbrances			<u>2,295</u>
	Remaining funds			808

ACCOUNT NUMBER	DESCRIPTION	INCEPTION THROUGH FY 24	FY 25 8/31/2025	TOTAL PROJECT TO DATE
<u>2013 GO BONDS - TOWN CREEK DET</u>		12	13	14
	BEGINNING FUND BALANCE	-	604,494	-
356-35100-000-000-0000	· INTEREST	641,596	47,431	689,027
356-35150-000-000-0000	· UNREALIZED GAIN/LOSS ON INVEST	1,828	-	1,828
356-38357-000-000-0000	· TRANSFER FROM 13 GO BONDS	10,147	-	10,147
356-39350-000-000-0000	· NET BOND PROCEEDS	3,700,000	-	3,700,000
	TOTAL REVENUES	4,353,571	47,431	4,401,001
356-57500-000-000-4041	· ENGINEERING SERVICES	66,307	-	66,307
356-57600-000-000-4041	· CONSTRUCTION COSTS	3,682,770	228,349	3,911,119
	TOTAL EXPENDITURES	3,749,077	228,349	3,977,426
				-
Fund number: 356	2013 GO BONDS - TOWN CREEK DET	604,494	(180,918)	423,576
	ENDING FUND BALANCE	604,494	423,576	423,576

Outstanding Encumbrances:

356-57600-000-000-4041	Texas Sterling	PO 22139		100,645
356-57500-000-000-4041	Raba Kistener, Inc	PO 24061		-
	Total Encumbrances			100,645
	Remaining funds			322,930

ACCOUNT NUMBER	DESCRIPTION	INCEPTION THROUGH FY 24	FY 25 8/31/2025	TOTAL PROJECT TO DATE
<u>2016 GO BONDS - BORGFELD RD</u>		9	10	11
	BEGINNING FUND BALANCE	-	944	-
363-35100-000-000-0000	· INTEREST	48,084	41	48,125
363-39350-000-000-0000	· NET BOND PROCEEDS	3,500,000	-	3,500,000
363-37100-000-000-0000	· INTERGOVERNMENTAL PARTICIPATION	450,000	-	450,000
	TOTAL REVENUES	3,998,084	41	3,998,125
363-57400-000-000-5051	· LAND ACQUISITION	303,169	-	303,169
363-57500-000-000-5051	· ENGINEERING SERVICES	296,531	-	296,531
363-57600-000-000-5051	· CONSTRUCTION COSTS	3,339,440	-	3,339,440
363-57600-000-000-5502	· CONSTRUCTION COSTS	58,000	-	58,000
	TOTAL EXPENDITURES	3,997,140	-	3,997,140
Fund number: 363	2016 GO BONDS - BORGFELD RD	944	41	985
	ENDING FUND BALANCE	944	985	985

ACCOUNT NUMBER	DESCRIPTION	INCEPTION THROUGH FY 24	FY 25 8/31/2025	TOTAL PROJECT TO DATE
2019 GENERAL OBLIGATION BONDS				
	BEGINNING FUND BALANCE	-	941,197	-
365-35100-000-000-0000	INTEREST	256,085	39,345	295,430
365-38101-000-000-0000	TRANSFER FROM GENERAL FUND	675,000	-	675,000
365-39350-000-000-0000	NET BOND PROCEEDS	10,750,000	-	10,750,000
	TOTAL REVENUES	11,681,085	39,345	11,720,430
365-54910-000-000-0000	CAPITAL OUTLAY	450,000	-	450,000
365-57500-000-000-1074	ENGINEERING SERVICES <i>CITY HALL ANNEX</i>	250,571	-	250,571
365-57500-000-000-1075	ENGINEERING SERVICES <i>PUBLIC WORKS EXPANSION</i>	93,470	-	93,470
365-57500-160-000-1075	ENGINEERING SERVICES <i>PUBLIC WORKS EXPANSION</i>	-	1,125	1,125
365-57500-000-000-4043	ENGINEERING SERVICES <i>TOLLE ROAD IMPROVEMENTS</i>	375,637	28,641	404,278
365-57500-000-000-6066	ENGINEERING SERVICES <i>TOLLE PARK</i>	67,820	-	67,820
365-57600-000-000-1074	CONSTRUCTION COSTS <i>CITY HALL ANNEX</i>	2,370,488	-	2,370,488
365-57600-000-000-1075	CONSTRUCTION COSTS <i>PUBLIC WORKS EXPANSION</i>	605,072	-	605,072
365-57600-000-000-4043	CONSTRUCTION COSTS <i>TOLLE ROAD IMPROVEMENTS</i>	-	-	-
365-57600-000-000-5055	CONSTRUCTION COSTS <i>FM 1103 ROAD IMPROVEMENTS</i>	6,000,000	-	6,000,000
365-57600-000-000-6062	CONSTRUCTION COSTS <i>MIRACLE FIELD</i>	500,000	-	500,000
365-57600-000-000-6066	CONSTRUCTION COSTS <i>TOLLE PARK</i>	-	-	-
365-57650-000-000-1074	TESTING <i>CITY HALL ANNEX</i>	26,829	-	26,829
	TOTAL EXPENDITURES	10,739,888	29,767	10,769,654
Fund number: 365	2019 GENERAL OBLIGATION BONDS	941,197	9,578	950,776
	ENDING FUND BALANCE	941,197	950,776	950,776
Outstanding Encumbrances:				
365-57500-000-000-4043	Lockwood Andrews	PO 22110		3,102
	Total Encumbrances			3,102
	Remaining funds			947,673

ACCOUNT NUMBER	DESCRIPTION	INCEPTION THROUGH FY 24	FY 25 8/31/2025	TOTAL PROJECT TO DATE
2019 CERTIFICATES OF OBLIGATION		6	7	8
	BEGINNING FUND BALANCE	-	371,994	-
333-35100-000-000-0000	INTEREST	130,091	15,505	145,596
333-39350-000-000-0000	NET BOND PROCEEDS	5,000,000	-	5,000,000
333-37120-000-000-0000	INTERGOVERNMENTAL - GUADALUPE CO	750,000	-	750,000
	TOTAL REVENUES	5,880,091	15,505	5,895,596
333-57400-000-000-5057	LAND ACQUISITION	429,363	-	429,363
333-57500-000-000-5057	ENGINEERING SERVICES	456,961	-	456,961
333-57600-000-000-5057	CONSTRUCTION COSTS	4,612,913	-	4,612,913
333-57650-000-000-5057	TESTING	8,860	-	8,860
	TOTAL EXPENDITURES	5,508,097	-	5,508,097
Fund number: 333	2019 CERTIFICATES OF OBLIGATION	371,994	15,505	387,498
	ENDING FUND BALANCE	371,994	387,498	387,498

ACCOUNT NUMBER	DESCRIPTION	INCEPTION THROUGH FY 24	FY 25 8/31/2025	TOTAL PROJECT TO DATE
<u>2020 CERTIFICATES OF OBLIGATION - STREET MAINTENANCE</u>		5	6	7
	BEGINNING FUND BALANCE	-	714,052	-
369-35100-000-000-0000	INTEREST	476,885	13,484	490,369
369-14101-000-000-0000	TRANSFER FROM GENERAL FUND	2,350,000	-	2,350,000
369-14239-000-000-0000	TRANSFER FROM STREET MAINTENANCE	1,043,763	-	1,043,763
369-39350-000-000-0000	NET BOND PROCEEDS	7,500,000	-	7,500,000
	TOTAL REVENUES	11,370,648	13,484	11,384,132
369-57400-000-000-5500	LAND ACQUISITION	-	-	-
369-57500-000-000-5050	ENGINEERING SERVICES	39,840	-	39,840
369-57500-000-000-5500	ENGINEERING SERVICES	286,005	-	286,005
369-57500-000-000-5502	ENGINEERING SERVICES	160,989	27,560	188,549
369-57500-000-000-5503	ENGINEERING SERVICES	217,968	71,516	289,484
369-57600-000-000-5501	CONSTRUCTION COSTS	8,094,467	-	8,094,467
369-57600-000-000-5502	CONSTRUCTION COSTS	1,857,327	484,784	2,342,111
	TOTAL EXPENDITURES	10,656,596	583,860	11,240,456
Fund number: 369	2020 CERTIFICATES OF OBLIGATION - STREET MAINTENANCE	714,052	(570,376)	143,676
	ENDING FUND BALANCE	714,052	143,676	143,676
<u>Outstanding Encumbrances:</u>				
369-57500-000-000-5502	Lockwood Andrews	PO 23202		-
369-57500-000-000-5502	Terracon	PO 24163		6,135
369-57500-000-000-5503	Lockwood Andrews	PO 24098		38,083
369-57600-000-000-5502	D&D Contractors	PO 24083		-
	Total Encumbrances			<u>44,218</u>
	Remaining funds			99,459

ACCOUNT NUMBER	DESCRIPTION	INCEPTION THROUGH FY 24	FY 25 8/31/2025	TOTAL PROJECT TO DATE
2023 CERTIFICATES OF OBLIGATION		2	3	4
	BEGINNING FUND BALANCE	-	136,241	-
371-35100-000-000-0000	INTEREST	206,148	6,137	212,285
371-35350-000-000-0000	BOND PROCEEDS	4,550,000	-	4,550,000
371-35351-000-000-0000	BOND PREMIUM	364,772	-	364,772
	TOTAL REVENUES	5,120,920	6,137	5,127,057
371-55005-000-000-0000	BOND ISSUANCE COST	114,772	-	114,772
371-54900-000-000-0000	NON-CAPITAL OUTLAY	-	-	-
371-54910-343-000-0000	CAPITAL OUTLAY	300,468	30,447	330,915
371-54910-353-000-0000	CAPITAL OUTLAY	1,026,843	-	1,026,843
371-57500-199-000-1072	ENGINEERING SERVICES	<i>CITY HALL/HVAC RENOVATION</i>	-	100,500
371-57500-353-000-7074	ENGINEERING SERVICES	<i>PUBLIC SAFETY FACILITY</i>	-	756,300
371-57500-353-000-7073	ENGINEERING SERVICES	<i>FIRE ST 1 & 2 BATHROOMS</i>	2,297	2,297
371-57600-160-000-1075	CONSTRUCTION COSTS	<i>PUBLIC WORKS EXPANSION</i>	-	765,299
371-57600-199-000-1072	CONSTRUCTION COSTS	<i>CITY HALL/HVAC RENOVATION</i>	-	1,892,069
371-57600-353-000-7072	CONSTRUCTION COSTS	<i>FIRE ST 1 & 2 BATHROOMS</i>	-	13,931
371-57600-353-000-7073	CONSTRUCTION COSTS	<i>FIRE ST 1 & 2 BATHROOMS</i>	-	14,496
371-54910-660-000-0000	CAPITAL OUTLAY	-	-	-
	TOTAL EXPENDITURES	4,984,679	32,745	5,017,424
Fund number: 371	2023 CERTIFICATES OF OBLIGATION	136,241	(26,607)	109,634
	ENDING FUND BALANCE	136,241	109,634	109,634
Outstanding Encumbrances:				
371-54900-000-000-0000	OTIS ELEVATOR	PO 957452		4,634
371-54910-343-000-0000	LCRA	PO 24094		-
371-54900-343-000-0000	Radarsign	PO 957442		11,639
371-54910-343-000-0000	Farrwest	PO 957273		-
371-57500-353-000-7074	Eikon Consulting Group	<i>ARCHITECT</i>	PO 24055	49,685
	Total Encumbrances			65,958
	Remaining funds			43,675

ACCOUNT NUMBER	DESCRIPTION	INCEPTION THROUGH FY 24	FY 25 8/31/2025	TOTAL PROJECT TO DATE
2024 CERTIFICATES OF OBLIGATION		2	3	4
	BEGINNING FUND BALANCE	-	2,815,305	-
372-35100-000-000-0000	INTEREST	161,720	89,303	251,024
372-35350-000-000-0000	BOND PROCEEDS	8,485,000	-	8,485,000
372-35351-000-000-0000	BOND PREMIUM	723,639	-	723,639
	TOTAL REVENUES	9,370,359	89,303	9,459,663
372-55005-000-000-0000	BOND ISSUANCE COST	208,639	-	208,639
372-54910-146-000-0000	CAPITAL OUTLAY	299,599	84,592	384,192
372-54910-146-000-0000	CAPITAL OUTLAY	-	25,730	25,730
372-54910-353-000-0000	CAPITAL OUTLAY	2,757,793	-	2,757,793
372-54910-748-000-0000	CAPITAL OUTLAY	-	54,998	54,998
372-57400-748-000-0000	LAND ACQUISITION	855,461	-	855,461
372-57500-000-806-0000	PROJECT ENGINEERING	-	-	-
372-57600-000-000-5502	CONSTRUCTION COSTS <i>BOLTON, DEAN AND LOWER SEGUIN</i>	2,433,562	1,590,715	4,024,277
372-57600-748-000-6070	CONSTRUCTION COSTS <i>PARK IMPROVEMENTS</i>	-	34,636	34,636
	TOTAL EXPENDITURES	6,555,054	1,790,671	8,345,726
Fund number: 372	2024 CERTIFICATES OF OBLIGATION	2,815,305	(1,701,368)	1,113,937
	ENDING FUND BALANCE	2,815,305	1,113,937	1,113,937
Outstanding Encumbrances:				
372-54910-353-000-0000	SIDDONS MARTIN	<i>LADDER TRUCK AND PUMPER</i>	PO 24079	90,917
372-57600-000-000-5502	D&D CONTRACTORS	<i>BOLTON, DEAN AND LOWER SEGUIN</i>	PO 24083	73,191
372-57500-000-806-0000	KIMLEY HORN	<i>PARK IMPROVEMENTS PLANNING</i>	PO 957435	27,834
372-57600-748-000-6070	GUADALUPE VALLEY		PO 957445	-
372-57600-748-000-6070	DISCOUNT PLAYGROUND SUPPLY		PO 957446	3,697
	Total Encumbrances			<u>195,639</u>
	Remaining funds			918,298

ACCOUNT NUMBER	DESCRIPTION	INCEPTION THROUGH FY 24	FY 25 8/31/2025	TOTAL PROJECT TO DATE
<u>2025 CERTIFICATES OF OBLIGATION</u>				
	BEGINNING FUND BALANCE	-	-	-
373-35100-000-000-0000	INTEREST	-	233,421	233,421
373-35350-000-000-0000	BOND PROCEEDS	-	10,995,000	10,995,000
373-35351-000-000-0000	BOND PREMIUM	-	659,243	659,243
	TOTAL REVENUES	-	11,887,664	11,887,664
373-55005-000-000-0000	BOND ISSUANCE COST	-	151,207	151,207
373-54910-146-000-0000	CAPITAL OUTLAY	<i>STREETS EQUIPMENT</i>	418,428	418,428
373-54910-160-000-0000	CAPITAL OUTLAY	<i>PW EQUIPMENT</i>	-	-
373-54910-353-000-0000	CAPITAL OUTLAY	<i>FIRE EQUIPMENT</i>	417,444	417,444
373-54910-748-000-0000	CAPITAL OUTLAY	<i>PARKS EQUIPMENT</i>	6,250	6,250
373-57500-000-801-0000	PROJECT ENGINEERING	<i>PARKS IMPROVEMENTS PLANNING</i>	-	-
373-57500-146-000-5506	PROJECT ENGINEERING	<i>25 ROAD IMPROVEMENTS PKG 1</i>	26,871	26,871
373-57500-146-000-5507	PROJECT ENGINEERING	<i>25 ROAD IMPROVEMENTS PKG 2</i>	-	-
373-57600-146-000-5506	CONSTRUCTION COSTS	<i>25 ROAD IMPROVEMENTS PKG 1</i>	1,035,207	1,035,207
373-57600-146-000-5507	CONSTRUCTION COSTS	<i>25 ROAD IMPROVEMENTS PKG 2</i>	-	-
373-57650-000-000-5506	TESTING	<i>25 ROAD IMPROVEMENTS PKG 1</i>	8,930	8,930
373-57650-000-000-5507	TESTING	<i>25 ROAD IMPROVEMENTS PKG 2</i>	-	-
	TOTAL EXPENDITURES	-	2,064,337	2,064,337
Fund number: 373	2025 CERTIFICATES OF OBLIGATION	-	9,823,327	9,823,327
	ENDING FUND BALANCE	-	9,823,327	9,823,327
<u>Outstanding Encumbrances:</u>				
373-54910-146-000-0000	HOLT TRUCK CENTERS OF TEXAS	PO 957332		151,078
373-54910-353-000-0000	TACTICAL FIRE EQUIPMENT	PO 957312		427
373-54910-353-000-0000	GTS TECHNOLOGY SOLUTIONS	PO 957363		358
373-54910-353-000-0000	WAYNE TAUER	PO 957426		850
373-54910-353-000-0000	TACTICAL FIRE EQUIPMENT	PO 957458		30,000
373-54910-353-000-0000	SIDDONS MARTIN	PO 957459		284
373-54910-353-000-0000	MOTOROLA SOLUTIONS	PO 957502		50,638
373-54910-748-000-0000	CENTERLINE SUPPLY	PO 957423		-
373-57500-146-000-5506	COLLIERS ENGINEERING	PO 957361		88,129
373-57500-146-000-5507	COLLIERS ENGINEERING	PO 957361		135,000
373-57500-000-801-0000	KIMLEY HORN	PO 957435		55,666
373-57600-000-000-5506	D&D CONTRACTORS	PO 957368		1,598,368
373-57600-000-000-5506	D&D CONTRACTORS	PO 957436		3,104,301
373-57650-000-000-5506	RABA KISTNER	PO 957360		41,257
373-57650-000-000-5507	TERRACON CONSULTANTS	PO 957437		49,965
373-54910-160-000-0000	SILSBEE FORD INC	PO 957400		-
373-54910-160-000-0000	CONTINENTAL HOMES OF TEXAS LP	PO 957402		355,882
	Total Encumbrances			<u>5,662,202</u>
	Remaining funds			4,161,125

ACCOUNT NUMBER	DESCRIPTION	INCEPTION THROUGH FY 24	FY 25 8/31/2025	TOTAL PROJECT TO DATE
2025 GENERAL OBLIGATION BONDS		2	3	4
	BEGINNING FUND BALANCE	-	-	-
374-35100-000-000-0000	INTEREST	-	42,272	42,272
374-35350-000-000-0000	BOND PROCEEDS	-	1,965,000	1,965,000
374-35351-000-000-0000	BOND PREMIUM	-	91,449	91,449
	TOTAL REVENUES	-	2,098,720	2,098,720
374-55005-000-000-0000	BOND ISSUANCE COST	-	52,995	52,995
374-57500-000-000-0000	ENGINEERING/ARCHITECT	-	-	-
374-57500-000-000-0000	ENGINEERING/ARCHITECT	-	-	-
	TOTAL EXPENDITURES	-	52,995	52,995
Fund number: 374	2025 GENERAL OBLIGATION BONDS	-	2,045,725	2,045,725
	ENDING FUND BALANCE	-	2,045,725	2,045,725

Outstanding Encumbrances:

Total Encumbrances

-

Remaining funds

2,045,725

ACCOUNT NUMBER	DESCRIPTION	INCEPTION THROUGH FY 24	FY 25 8/31/2025	TOTAL PROJECT TO DATE
2012 REVENUE BONDS		12	13	14
	BEGINNING FUND BALANCE	-	1,324,766	-
531-35100-000-000-0000	INTEREST	496,770	42,470	539,240
531-35150-000-000-0000	UNREALIZED GAIN/LOSS ON INVEST	221	-	221
531-35250-000-000-0000	NET BOND PROCEEDS	8,000,000	-	8,000,000
	TOTAL REVENUES	8,496,991	42,470	8,539,461
531-54916-000-000-2006	WATER LINE PROJECTS	18,500	-	18,500
531-57400-000-000-224B	LAND ACQUISITION	21,900	-	21,900
531-57400-000-000-3033	LAND ACQUISITION	13,779	-	13,779
531-57400-000-000-3036	LAND ACQUISITION	-	7,000	7,000
531-57500-000-000-224A	ENGINEERING SERVICES	25,224	-	25,224
531-57500-000-000-224B	ENGINEERING SERVICES	47,500	-	47,500
531-57500-000-000-225A	ENGINEERING SERVICES	165,000	-	165,000
531-57500-000-000-225B	ENGINEERING SERVICES	58,500	-	58,500
531-57500-000-000-225C	ENGINEERING SERVICES	93,600	-	93,600
531-57500-000-000-2028	ENGINEERING SERVICES	25,066	-	25,066
531-57500-000-000-3034	ENGINEERING SERVICES	24,897	-	24,897
531-57500-000-000-3035	ENGINEERING SERVICES	76,375	-	76,375
531-57500-000-000-3036	ENGINEERING SERVICES	36,120	11,715	47,835
531-57600-000-000-2006	CONSTRUCTION COSTS	-	180,908	180,908
531-57600-000-000-224A	CONSTRUCTION COSTS	433,689	-	433,689
531-57600-000-000-224B	CONSTRUCTION COSTS	31,432	-	31,432
531-57600-000-000-224D	CONSTRUCTION COSTS	170,000	-	170,000
531-57600-000-000-225A	CONSTRUCTION COSTS	2,088,254	-	2,088,254
531-57600-000-000-225B	CONSTRUCTION COSTS	763,800	-	763,800
531-57600-000-000-225C	CONSTRUCTION COSTS	1,127,215	-	1,127,215
531-57600-000-000-2028	CONSTRUCTION COSTS	240,266	-	240,266
531-57600-000-000-2030	CONSTRUCTION COSTS	-	-	-
531-57600-000-000-3033	CONSTRUCTION COSTS	1,655,648	-	1,655,648
531-57600-000-000-5056	CONSTRUCTION COSTS	55,461	-	55,461
531-57610-000-000-3036	CONSTRUCTION ADMINISTRATION	-	-	-
	TOTAL EXPENDITURES	7,172,225	199,623	7,371,848
Fund number: 531	2012 REVENUE BONDS	1,324,766	(157,153)	1,167,613
	ENDING FUND BALANCE	1,324,766	1,167,613	1,167,613
Outstanding Encumbrances:				
531-54916-000-000-2006	WESTWOOD PROFESSIONAL SVCS	PO 24116		-
531-57400-000-000-3036	COLLIERS ENGINEERING	PO 957457		6,810
531-57500-000-000-3036	COLLIERS ENGINEERING	PO 24168		7,009
531-57600-000-000-3036	GASPAR CARACHEO	PO 957473		398,965
531-57600-000-000-2006	GASPAR CARACHEO	PO 957324		1,262
531-57600-000-000-2030	T CONSTRUCTION LLC	PO 957285		32,249
531-57610-000-000-3036	JOHNSON MIRMIRAN & THONMPPSON	PO 957430		18,930
	Total Encumbrances			465,224
	Remaining funds			702,389

ACCOUNT NUMBER	DESCRIPTION	INCEPTION THROUGH FY 24	FY 25 8/31/2025	TOTAL PROJECT TO DATE
<u>2019 CERTIFICATES OF OBLIGATION - UTILITY</u>				
	BEGINNING FUND BALANCE	-	1,656,631	-
532-35100-000-000-0000	INTEREST	167,744	69,118	236,861
532-39350-000-000-0000	NET BOND PROCEEDS	1,500,000	-	1,500,000
532-37000-000-000-0000	INTERGOVERNMENTAL - TXDOT	2,036,873	114,241	2,151,114
	TOTAL REVENUES	3,704,617	183,358	3,887,975
532-54910-000-000-0000	CAPITAL OUTLAY	-	147,916	147,916
532-57400-000-000-5055	LAND ACQUISITION	154,606	-	154,606
532-57400-000-000-5065	LAND ACQUISITION	9,065	-	9,065
532-54954-000-000-0000	CAPITAL OUTLAY	173,336	-	173,336
532-57500-000-000-5055	ENGINEERING SERVICES	106,184	-	106,184
532-57600-000-000-5055	CONSTRUCTION COSTS	1,604,795	-	1,604,795
	TOTAL EXPENDITURES	2,047,986	147,916	2,195,901
Fund number: 532	2019 CERTIFICATES OF OBLIGATION - UTILITY	1,656,631	35,443	1,692,074
	ENDING FUND BALANCE	1,656,631	1,692,074	1,692,074
<u>Outstanding Encumbrances:</u>				
532-57500-000-000-5055	Westwood Professional Services	PO 24167		40,373
532-54910-000-000-0000	SILSBEE FORD	PO 957392		-
	Total Encumbrances			<u>40,373</u>
	Remaining funds			1,651,702

ACCOUNT NUMBER	DESCRIPTION	INCEPTION THROUGH FY 24	FY 25 8/31/2025	TOTAL PROJECT TO DATE
<u>2021 EDC REVENUE BONDS</u>				
	BEGINNING FUND BALANCE	-	418,686	-
870-35100-000-000-0000	INTEREST	46,722	17,362	64,084
870-35350-000-000-0000	BOND PROCEEDS	4,125,000	-	4,125,000
	TOTAL REVENUES	4,171,722	17,362	4,189,084
870-52710-000-000-0000	PROFESSIONAL SERVICES	55,474	12,399	67,874
870-54900-000-000-0000	NON-CAPITAL OUTLAY	1,268	-	1,268
870-54925-000-000-0000	LAND ACQUISITION	3,595,144	-	3,595,144
870-55005-000-000-0000	BOND ISSUANCE COST	101,150	-	101,150
	TOTAL EXPENDITURES	3,753,036	12,399	3,765,436
Fund number: 870	2021 EDC REVENUE BONDS	418,686	4,962	423,648
	ENDING FUND BALANCE	418,686	423,648	423,648

Outstanding Encumbrances:

Remaining funds **423,648**



City Council Regular Meeting Staff Report

D. Approval of the August 2025 Check Register.

Meeting	Agenda Group
Monday, October 27, 2025, 6:30 PM	Consent Agenda - Consent Items (General Items) Item: 8D.
From	
Jessica Donoho, Accounting Manager	
Staff Contact(s)	
Anna Miranda,	

PRIOR CITY COUNCIL ACTION:

N/A

BACKGROUND:

N/A

STAFF RECOMMENDATION:

N/A

FINANCIAL IMPACT:

N/A

MOTION(S):

N/A

Attachments

[Detailed Check Register 20250831.pdf](#)



Raw Check Register - August 2025

Check Date: 08/01/2025-08/31/2025

Check Date	Check Number	Vendor Name	Detail Fund Description	Detail Department Description	Special Information	Amount	Void?
8/1/2025	74247	CHARTER COMMUN. HOLDINGS, LLC	GENERAL FUND	INFORMATION TECHNOLOGY	Acct#156657001 - City Hall	1,041.79	
8/1/2025	74247	CHARTER COMMUN. HOLDINGS, LLC	PEG FUNDS	NO DEPARTMENT	Acct#156657001 - City Hall	6,893.83	
8/1/2025	74248	ELAINE CASTILLO	GENERAL FUND	PARKS	Cibolo Summer Night: Splash Bash	2,762.66	
8/1/2025	74249	ROSS CREATIONS DJ	GENERAL FUND	PARKS	Splash Bash Entertainment Summer Nights	575.00	
8/4/2025	74250	ABADAM, SANTIAGO	WATER & SEWER FUND	NO DEPARTMENT	009_0002215_004 UB Refund	41.23	
8/4/2025	74251	AT&T	GENERAL FUND	INFORMATION TECHNOLOGY	Acct#831-000-9744-144	1,599.36	
8/4/2025	74251	AT&T	GENERAL FUND	INFORMATION TECHNOLOGY	Acct#831-001-3506279	108.18	
8/4/2025	74251	AT&T	GENERAL FUND	INFORMATION TECHNOLOGY	Acct#831-001-3198812	3,492.02	
8/4/2025	74252	AT&T MOBILITY,LLC	GENERAL FUND	INFORMATION TECHNOLOGY	Wireless Svcs for July	160.61	
8/4/2025	74252	AT&T MOBILITY,LLC	GENERAL FUND	ECONOMIC DEVELOPMENT	Wireless Svcs for July	41.87	
8/4/2025	74252	AT&T MOBILITY,LLC	GENERAL FUND	ANIMAL SERVICES	Wireless Svcs for July	296.41	
8/4/2025	74252	AT&T MOBILITY,LLC	GENERAL FUND	POLICE DEPARTMENT	Wireless Svcs for July	182.48	
8/4/2025	74252	AT&T MOBILITY,LLC	GENERAL FUND	POLICE DEPARTMENT	Wireless Svcs for July	1,856.97	
8/4/2025	74252	AT&T MOBILITY,LLC	GENERAL FUND	CITY SECRETARY	Wireless Svcs for July	116.22	
8/4/2025	74252	AT&T MOBILITY,LLC	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	Wireless Svcs for July	445.28	
8/4/2025	74252	AT&T MOBILITY,LLC	GENERAL FUND	PARKS	Wireless Svcs for July	71.87	
8/4/2025	74252	AT&T MOBILITY,LLC	GENERAL FUND	HUMAN RESOURCES	Wireless Svcs for July	39.35	
8/4/2025	74252	AT&T MOBILITY,LLC	GENERAL FUND	PUBLIC RELATIONS	Wireless Svcs for July	30.00	
8/4/2025	74252	AT&T MOBILITY,LLC	GENERAL FUND	PUBLIC WORKS STREETS	Wireless Svcs for July	269.96	
8/4/2025	74252	AT&T MOBILITY,LLC	GENERAL FUND	PUBLIC WORKS - ADMINISTRATION	Wireless Svcs for July	204.96	
8/4/2025	74252	AT&T MOBILITY,LLC	GENERAL FUND	PARKS	Wireless Svcs for July	130.57	
8/4/2025	74252	AT&T MOBILITY,LLC	GENERAL FUND	FIRE DEPARTMENT	Wireless Svcs for July	649.92	
8/4/2025	74252	AT&T MOBILITY,LLC	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	Wireless Svcs for July	197.40	
8/4/2025	74252	AT&T MOBILITY,LLC	WATER & SEWER FUND	UTILITIES ADMINISTRATION	Wireless Svcs for July	30.00	
8/4/2025	74252	AT&T MOBILITY,LLC	GENERAL FUND	COUNCIL	Wireless Svcs for July	44.35	
8/4/2025	74252	AT&T MOBILITY,LLC	GENERAL FUND	CITY MANAGER	Wireless Svcs for July	138.09	
8/4/2025	74253	AXON ENTERPRISE, INC.	GENERAL FUND	INFORMATION TECHNOLOGY	Fleet 2 Unlimited Years 4 & 5	27,864.00	
8/4/2025	74253	AXON ENTERPRISE, INC.	GENERAL FUND	INFORMATION TECHNOLOGY	Body Cams Year 5 Pmt	27,591.00	
8/4/2025	74253	AXON ENTERPRISE, INC.	GENERAL FUND	INFORMATION TECHNOLOGY	Body Worn Camera Bundle	4,163.60	
8/4/2025	74254	AXTON, LLC	GENERAL FUND	PUBLIC WORKS STREETS	Aries Chrome Side Steps 3"	300.00	
8/4/2025	74255	BILL'S TRACTOR SUPPLY	GENERAL FUND	PARKS	asm maint. fee - Parks	239.99	
8/4/2025	74255	BILL'S TRACTOR SUPPLY	GENERAL FUND	PARKS	semi 13x6.5x6 - Parks	435.40	
8/4/2025	74255	BILL'S TRACTOR SUPPLY	GENERAL FUND	PARKS	clutch kit and parts - Parks	1,176.05	
8/4/2025	74256	BLACKMON, BRANDON	WATER & SEWER FUND	NO DEPARTMENT	014_0001252_001 UB Refund	75.25	
8/4/2025	74257	BRAUNTEX MATERIALS, INC.	WATER & SEWER FUND	WASTEWATER OPERATIONS	sand- Utilities	144.53	
8/4/2025	74257	BRAUNTEX MATERIALS, INC.	STREET/DRAIN MAINT TAX	NO DEPARTMENT	Type D Hotmix PG 64-22	18,767.82	
8/4/2025	74257	BRAUNTEX MATERIALS, INC.	GENERAL FUND	PUBLIC WORKS STREETS	manufactured sand - Streets/Utilities	245.39	
8/4/2025	74257	BRAUNTEX MATERIALS, INC.	WATER & SEWER FUND	WASTEWATER OPERATIONS	manufactured sand - Streets/Utilities	412.67	
8/4/2025	74257	BRAUNTEX MATERIALS, INC.	STREET/DRAIN MAINT TAX	NO DEPARTMENT	Type D Hotmix PG 64-22	28,220.49	
8/4/2025	74258	BROWN, HANNAH	WATER & SEWER FUND	NO DEPARTMENT	009_0007209_011 UB Refund	71.69	
8/4/2025	74259	CAIN, JOHNNIE	WATER & SEWER FUND	NO DEPARTMENT	009_0003442_011 UB Refund	59.47	
8/4/2025	74260	CENTRE TECHNOLOGIES INC	GRANT FUND	INFORMATION TECHNOLOGY	Security Assessment Fixed Fee	2,865.00	
8/4/2025	74261	CHANBLITO ENTERPRISE LLC	ECONOMIC DEVELOPMENT FUND	ECONOMIC DEVELOPMENT	work order #1 Real Estate Assessment	500.00	
8/4/2025	74262	CHARTER COMMUN. HOLDINGS, LLC	GENERAL FUND	INFORMATION TECHNOLOGY	Acct#156657001 - City Hall	651.12	
8/4/2025	74263	CLINTON RAY JACOBS	GENERAL FUND	POLICE DEPARTMENT	LEI - Daniel Santizo	440.05	
8/4/2025	74263	CLINTON RAY JACOBS	GENERAL FUND	POLICE DEPARTMENT	LEI - Daniel Santizo	34.95	
8/4/2025	74264	DANIELL, MICHAEL	WATER & SEWER FUND	NO DEPARTMENT	006_0003720_006 UB Refund	36.97	
8/4/2025	74265	DEALER SVCS NETWORK OF TX, LLC	GENERAL FUND	CODE ENFORCEMENT	QuickVTR Svs Level 50 - TxDMV	24.95	
8/4/2025	74266	E. PHILLIPS LEGAL, P.C.	GENERAL FUND	MUNICIPAL COURT	Municipal Court Judge Svc	2,300.00	
8/4/2025	74267	ESP ASSOCIATES INC	2011 GO BDS-TOWN CREEK REG D	NO DEPARTMENT	Haecherville Rd FM78 to Park Valley Copy	900.00	
8/4/2025	74268	ESP ASSOCIATES INC	2011 GO BDS-TOWN CREEK REG D	NO DEPARTMENT	Haecherville Rd FM78 to Park Valley Copy	270.00	
8/4/2025	74269	FITZGERALD, NANCY	WATER & SEWER FUND	NO DEPARTMENT	009_0003137_001 UB Refund	66.00	
8/4/2025	74270	GALLS, LLC	GENERAL FUND	POLICE DEPARTMENT	mens undervest - PD	114.64	
8/4/2025	74270	GALLS, LLC	GENERAL FUND	POLICE DEPARTMENT	safety vest - PD	101.04	
8/4/2025	74271	GREEN, JASON	WATER & SEWER FUND	NO DEPARTMENT	006_0000206_006 UB Refund	36.97	
8/4/2025	74272	GTS TECHNOLOGY SOLUTIONS INC	GENERAL FUND	HUMAN RESOURCES	KnowBe4	2,098.80	

Check Date	Check Number	Vendor Name	Detail Fund Description	Detail Department Description	Special Information	Amount	Void?
8/4/2025	74273	GUADALUPE CNTY TAX ASSESSOR-C	GENERAL FUND	FIRE DEPARTMENT	Vehicle Regist.VIN919	7.50	
8/4/2025	74273	GUADALUPE CNTY TAX ASSESSOR-C	GENERAL FUND	PARKS	Vehicle Regist.VIN242	7.50	
8/4/2025	74273	GUADALUPE CNTY TAX ASSESSOR-C	GENERAL FUND	ANIMAL SERVICES	Vehicle Regist.VIN194	7.50	
8/4/2025	74273	GUADALUPE CNTY TAX ASSESSOR-C	GENERAL FUND	PUBLIC WORKS STREETS	Application for Tx Title VIN6645	7.50	
8/4/2025	74273	GUADALUPE CNTY TAX ASSESSOR-C	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	Vehicle Regist.VIN458	7.50	
8/4/2025	74273	GUADALUPE CNTY TAX ASSESSOR-C	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	Vehicle Regist.VIN230	7.50	
8/4/2025	74273	GUADALUPE CNTY TAX ASSESSOR-C	GENERAL FUND	PUBLIC WORKS STREETS	Vehicle Regist.VIN145	7.50	
8/4/2025	74273	GUADALUPE CNTY TAX ASSESSOR-C	GENERAL FUND	PUBLIC WORKS STREETS	Vehicle Regist.VIN930	7.50	
8/4/2025	74274	GUAJARDO, BONNIE	WATER & SEWER FUND	NO DEPARTMENT	009_0011167_001 UB Refund	21.33	
8/4/2025	74275	HAJOCA CORPORATION	GENERAL FUND	POLICE DEPARTMENT	toilet, sink faucet - Fire & PD	259.96	
8/4/2025	74275	HAJOCA CORPORATION	GENERAL FUND	FIRE DEPARTMENT	toilet, sink faucet - Fire & PD	274.66	
8/4/2025	74276	HAROLD MELTON	GENERAL FUND	NO DEPARTMENT	Direct Deposit Savings Returned	100.00	
8/4/2025	74277	HELPING HAND HARDWARE	GENERAL FUND	PUBLIC WORKS STREETS	fittings - Streets	24.00	
8/4/2025	74277	HELPING HAND HARDWARE	GENERAL FUND	PARKS	gas can - Parks	266.96	
8/4/2025	74277	HELPING HAND HARDWARE	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	carb. parts - Drainage	115.00	
8/4/2025	74277	HELPING HAND HARDWARE	GENERAL FUND	PARKS	fuel fill - PW	24.90	
8/4/2025	74277	HELPING HAND HARDWARE	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	fuel fill - PW	34.49	
8/4/2025	74278	JAKE LEDLOW, LLC	GENERAL FUND	POLICE DEPARTMENT	Remote programming - PD	205.00	
8/4/2025	74279	JOHN A. RIOS	GENERAL FUND	POLICE DEPARTMENT	Polygraph - Neal Workman	225.00	
8/4/2025	74280	KINNEY, KRISTY	WATER & SEWER FUND	NO DEPARTMENT	006_0002330_005 UB Refund	41.04	
8/4/2025	74281	KNOWLTON VETERINARY CARE LLC	GENERAL FUND	ANIMAL SERVICES	Cibolo Animal Services in July	1,626.41	
8/4/2025	74282	LADD'S GOLF & TURF, LLC	GENERAL FUND	PARKS	hydraulic - Parks	549.80	
8/4/2025	74282	LADD'S GOLF & TURF, LLC	GENERAL FUND	PARKS	Hydraulic Cylinder - Parks	684.34	
8/4/2025	74283	LEASHER, LYDIA	WATER & SEWER FUND	NO DEPARTMENT	014_0002080_005 UB Refund	23.92	
8/4/2025	74284	LEE'S PROPERTY MANAGEMENT GRC	WATER & SEWER FUND	NO DEPARTMENT	001_0000920_001 UB Refund	55.54	
8/4/2025	74285	LIBERTY MANAGEMENT, INC.	WATER & SEWER FUND	NO DEPARTMENT	010_0003232_014 UB Refund	26.02	
8/4/2025	74286	LINEBARGER GOGGAN BLAIR	GENERAL FUND	NO DEPARTMENT	May fees due to LGB&S	1,080.99	
8/4/2025	74287	MAIN STREET RENEWAL LLC	WATER & SEWER FUND	NO DEPARTMENT	010_0001024_011 UB Refund	63.61	
8/4/2025	74288	MARUBENI AMERICA CORPORATION	GENERAL FUND	PARKS	10 gallon Herbicide - Parks	190.00	
8/4/2025	74289	MEDICAL AIR SERVICES ASSOCIAT	GENERAL FUND	NO DEPARTMENT	August Coverage	262.00	
8/4/2025	74290	MICHAEL DUANE BROWN	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	Hydraulic Repair Batwing Mower	182.00	
8/4/2025	74290	MICHAEL DUANE BROWN	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	Hydraulic Rebuild	776.00	
8/4/2025	74291	MISSION PLUMBING, HEATING, A/C	GENERAL FUND	POLICE DEPARTMENT	2nd floor leak repair - PD	2,361.25	
8/4/2025	74291	MISSION PLUMBING, HEATING, A/C	GENERAL FUND	POLICE DEPARTMENT	split heat pump in Garage - PD	887.50	
8/4/2025	74291	MISSION PLUMBING, HEATING, A/C	GENERAL FUND	POLICE DEPARTMENT	1st floor ac repair - PD	1,527.50	
8/4/2025	74292	NRT PROPERTY MANAGEMENT	WATER & SEWER FUND	NO DEPARTMENT	002_0001080_012 UB Refund	36.97	
8/4/2025	74293	NTX - CITYVET GROUP, PLLC	GENERAL FUND	ANIMAL SERVICES	Michelle	75.00	
8/4/2025	74293	NTX - CITYVET GROUP, PLLC	GENERAL FUND	ANIMAL SERVICES	Sheba	75.00	
8/4/2025	74293	NTX - CITYVET GROUP, PLLC	GENERAL FUND	ANIMAL SERVICES	Sam/Bonnie	100.00	
8/4/2025	74293	NTX - CITYVET GROUP, PLLC	GENERAL FUND	ANIMAL SERVICES	Jakob	65.00	
8/4/2025	74293	NTX - CITYVET GROUP, PLLC	GENERAL FUND	ANIMAL SERVICES	Patrick (Stewart)	15.00	
8/4/2025	74293	NTX - CITYVET GROUP, PLLC	GENERAL FUND	ANIMAL SERVICES	Charlie	15.00	
8/4/2025	74293	NTX - CITYVET GROUP, PLLC	GENERAL FUND	ANIMAL SERVICES	Juniper	75.00	
8/4/2025	74293	NTX - CITYVET GROUP, PLLC	GENERAL FUND	ANIMAL SERVICES	Theodore	65.00	
8/4/2025	74294	NVA ACQUISITIONS LLC	WATER & SEWER FUND	NO DEPARTMENT	009_0002448_003 UB Refund	60.82	
8/4/2025	74295	ODP BUSINESS SOLUTIONS, LLC	GENERAL FUND	FINANCE DEPARTMENT	office supplies - Finance	13.84	
8/4/2025	74295	ODP BUSINESS SOLUTIONS, LLC	GENERAL FUND	FINANCE DEPARTMENT	storage boxes - Finance	22.64	
8/4/2025	74295	ODP BUSINESS SOLUTIONS, LLC	GENERAL FUND	FINANCE DEPARTMENT	replacement toner for check printer	37.79	
8/4/2025	74295	ODP BUSINESS SOLUTIONS, LLC	GENERAL FUND	NON-DEPARTMENTAL	sugar - City Hall breakroom	9.05	
8/4/2025	74295	ODP BUSINESS SOLUTIONS, LLC	GENERAL FUND	MUNICIPAL COURT	toner - Court	358.30	
8/4/2025	74295	ODP BUSINESS SOLUTIONS, LLC	GENERAL FUND	NON-DEPARTMENTAL	creamer - City Hall Breakroom	34.09	
8/4/2025	74296	OREILLY AUTO PARTS	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	Antifreeze for Utilities truck #320	39.98	
8/4/2025	74296	OREILLY AUTO PARTS	GENERAL FUND	FIRE DEPARTMENT	absorbent - Fire	33.86	
8/4/2025	74296	OREILLY AUTO PARTS	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	Cabin Filter Utilities Truck #102	15.98	
8/4/2025	74297	OTIS ELEVATOR COMPANY	Development Services Fund	NON-DEPARTMENTAL	Elevator Svcs - City Annex	881.63	
8/4/2025	74297	OTIS ELEVATOR COMPANY	Development Services Fund	NON-DEPARTMENTAL	Elevator repairs - City Annex	750.30	
8/4/2025	74298	PRIM, NADIA	WATER & SEWER FUND	NO DEPARTMENT	016_0001112_002 UB Refund	60.82	
8/4/2025	74299	PRUDENTIAL OVERALL SUPPLY	GENERAL FUND	PUBLIC WORKS STREETS	mats, towel, mop svc - PW	31.78	
8/4/2025	74299	PRUDENTIAL OVERALL SUPPLY	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	Uniforms/Clothing - Water	159.27	
8/4/2025	74299	PRUDENTIAL OVERALL SUPPLY	GENERAL FUND	PUBLIC WORKS STREETS	Uniform/Clothing - Streets	174.09	
8/4/2025	74299	PRUDENTIAL OVERALL SUPPLY	GENERAL FUND	NON-DEPARTMENTAL	City Hall, Annex mats	80.06	

Check Date	Check Number	Vendor Name	Detail Fund Description	Detail Department Description	Special Information	Amount	Void?
8/4/2025	74299	PRUDENTIAL OVERALL SUPPLY	GENERAL FUND	PARKS	Uniform/Clothing - Parks	93.80	
8/4/2025	74299	PRUDENTIAL OVERALL SUPPLY	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	Uniforms/Clothing Water	159.27	
8/4/2025	74299	PRUDENTIAL OVERALL SUPPLY	GENERAL FUND	PUBLIC WORKS STREETS	mops, mats, towel svc PW	31.77	
8/4/2025	74299	PRUDENTIAL OVERALL SUPPLY	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	Uniforms/Clothing - Drainage	123.27	
8/4/2025	74299	PRUDENTIAL OVERALL SUPPLY	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	Uniform/Clothing - Drainage	123.27	
8/4/2025	74299	PRUDENTIAL OVERALL SUPPLY	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	mops, mats, towel svc PW	31.78	
8/4/2025	74299	PRUDENTIAL OVERALL SUPPLY	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	mats, towel, mop svc - PW	31.78	
8/4/2025	74299	PRUDENTIAL OVERALL SUPPLY	GENERAL FUND	PUBLIC WORKS STREETS	Uniform/Clothing - Streets	175.70	
8/4/2025	74299	PRUDENTIAL OVERALL SUPPLY	GENERAL FUND	PARKS	mats, towel, mop svc - PW	31.77	
8/4/2025	74299	PRUDENTIAL OVERALL SUPPLY	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	mats, towel, mop svc - PW	31.78	
8/4/2025	74299	PRUDENTIAL OVERALL SUPPLY	GENERAL FUND	PARKS	Uniform/Clothing - Parks	93.80	
8/4/2025	74299	PRUDENTIAL OVERALL SUPPLY	GENERAL FUND	NON-DEPARTMENTAL	City Hall, Annex mats	45.00	
8/4/2025	74299	PRUDENTIAL OVERALL SUPPLY	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	Uniforms/Clothing PW	159.27	
8/4/2025	74299	PRUDENTIAL OVERALL SUPPLY	GENERAL FUND	PARKS	mops, mats, towel svc PW	31.78	
8/4/2025	74299	PRUDENTIAL OVERALL SUPPLY	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	mops, mats, towel svc PW	31.78	
8/4/2025	74300	RAY, RICHARD	WATER & SEWER FUND	NO DEPARTMENT	010_0002213_015 UB Refund	32.69	
8/4/2025	74301	RDO EQUIPMENT CO	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	backhoe loader repair - Drainage	318.35	
8/4/2025	74301	RDO EQUIPMENT CO	GENERAL FUND	PUBLIC WORKS STREETS	fuel pump - Streets	103.19	
8/4/2025	74302	S A SOUTHWEST TRAILERS, LTD	GENERAL FUND	PARKS	coupler - Parks	72.40	
8/4/2025	74303	SAN ANTONIO MANUFACTURERS ASS	ECONOMIC DEVELOPMENT FUND	ECONOMIC DEVELOPMENT	SAMA Luncheon	450.00	
8/4/2025	74304	SCHERTZ EMBROIDERY, LLC	GENERAL FUND	MUNICIPAL COURT	embroidery - Court	62.50	
8/4/2025	74305	SCIPIONI, LUKE	WATER & SEWER FUND	NO DEPARTMENT	009_0003039_001 UB Refund	23.67	
8/4/2025	74306	SCROGIN, STEPHANIE	WATER & SEWER FUND	NO DEPARTMENT	009_0007024_003 UB Refund	7.89	
8/4/2025	74307	SEALY, NICHOLAS	WATER & SEWER FUND	NO DEPARTMENT	016_0000128_005 UB Refund	63.27	
8/4/2025	74308	SITEONE LANDSCAPE SUPPLY, LLC	WATER & SEWER FUND	WASTEWATER OPERATIONS	Topsoil - Utilities	344.00	
8/4/2025	74308	SITEONE LANDSCAPE SUPPLY, LLC	GENERAL FUND	PARKS	decomposed granite - Parks	64.80	
8/4/2025	74309	SMITH, JENNIFER A	WATER & SEWER FUND	NO DEPARTMENT	009_0004704_001 UB Refund	69.08	
8/4/2025	74310	SMITH, PHILLIP	WATER & SEWER FUND	NO DEPARTMENT	006_0001640_027 UB Refund	36.97	
8/4/2025	74311	SOUTH TEXAS AUTO PARTS COMPAN	GENERAL FUND	PUBLIC WORKS STREETS	fuel line hose - Streets	9.66	
8/4/2025	74311	SOUTH TEXAS AUTO PARTS COMPAN	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	Oil and Air Filters	236.71	
8/4/2025	74312	SOUTHERN NEWSPAPERS, INC	GENERAL FUND	CITY SECRETARY	Proj. 25-160-26	311.20	
8/4/2025	74312	SOUTHERN NEWSPAPERS, INC	GENERAL FUND	CITY SECRETARY	initiate annexation proceedings	190.27	
8/4/2025	74312	SOUTHERN NEWSPAPERS, INC	GENERAL FUND	CITY SECRETARY	proposed amendments to UDC	261.25	
8/4/2025	74313	STERN III, FLOYD H	WATER & SEWER FUND	NO DEPARTMENT	009_0000541_000 UB Refund	13.32	
8/4/2025	74314	STIRLING, JAMES	WATER & SEWER FUND	NO DEPARTMENT	009_0004710_006 UB Refund	26.65	
8/4/2025	74315	THE CHAMBER	ECONOMIC DEVELOPMENT FUND	ECONOMIC DEVELOPMENT	luncheon seats - EDC	25.00	
8/4/2025	74315	THE CHAMBER	GENERAL FUND	ECONOMIC DEVELOPMENT	luncheon seats - EDC	25.00	
8/4/2025	74316	THOMAS, MATHEW	WATER & SEWER FUND	NO DEPARTMENT	009_0002070_013 UB Refund	73.06	
8/4/2025	74317	THOMPSON SAFETY LLC	GENERAL FUND	PARKS	first aid - PW	30.00	
8/4/2025	74317	THOMPSON SAFETY LLC	GENERAL FUND	NON-DEPARTMENTAL	First Aid - City Hall Annex	139.97	
8/4/2025	74317	THOMPSON SAFETY LLC	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	first aid - PW	30.00	
8/4/2025	74317	THOMPSON SAFETY LLC	GENERAL FUND	PUBLIC WORKS STREETS	first aid - PW	29.98	
8/4/2025	74317	THOMPSON SAFETY LLC	GENERAL FUND	NON-DEPARTMENTAL	First Aid - City Hall	119.98	
8/4/2025	74317	THOMPSON SAFETY LLC	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	first aid - PW	30.00	
8/4/2025	74318	TRAFFIC GRAFFICS	GENERAL FUND	PUBLIC WORKS - ADMINISTRATION	decals - PW Adm	119.90	
8/4/2025	74319	TX COMMISSION-LAW ENFORCEMEN	GENERAL FUND	POLICE DEPARTMENT	Andrew Spilman - TCOLE#522583	35.00	
8/4/2025	74320	UAV COACH	GENERAL FUND	POLICE DEPARTMENT	Online training course FAA Part 107	159.00	
8/4/2025	74321	VERIZON WIRELESS	GENERAL FUND	INFORMATION TECHNOLOGY	phone svc 07/11 - 8/10	37.99	
8/4/2025	74321	VERIZON WIRELESS	GENERAL FUND	PUBLIC WORKS STREETS	phone svc 07/11 - 8/10	75.98	
8/4/2025	74321	VERIZON WIRELESS	GENERAL FUND	PARKS	phone svc 07/11 - 8/10	41.79	
8/4/2025	74321	VERIZON WIRELESS	GENERAL FUND	PUBLIC WORKS - ADMINISTRATION	phone svc 07/11 - 8/10	37.99	
8/4/2025	74321	VERIZON WIRELESS	GENERAL FUND	CODE ENFORCEMENT	phone svc 07/11 - 8/10	156.42	
8/4/2025	74321	VERIZON WIRELESS	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	phone svc 07/11 - 8/10	303.94	
8/4/2025	74321	VERIZON WIRELESS	GENERAL FUND	FIRE DEPARTMENT	phone svc 07/11 - 8/10	193.75	
8/4/2025	74321	VERIZON WIRELESS	GENERAL FUND	POLICE DEPARTMENT	phone svc 07/11 - 8/10	(235.53)	
8/4/2025	74322	VERMEER TEXAS-LOUISIANA	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	Pop-Off Valve- Utilities	28.52	
8/4/2025	74323	WILLDAN FINANCIAL SERVICES	WATER & SEWER FUND	UTILITIES ADMINISTRATION	2025 Water/WWW rate study for Cibolo	8,270.00	
8/4/2025	74324	WILLIAMS SUPPLY COMPANY, LTD	WATER & SEWER FUND	WATER OPERATIONS	pvc parts- utilities	392.80	
8/11/2025	74326	AM CONSTRUCTION SUPPLY INC	GENERAL FUND	PUBLIC WORKS STREETS	Elite Master Penetrator/Asphalt - Streets	599.98	
8/11/2025	74327	AMAZON CAPITAL SERVICES, INC	GENERAL FUND	ANIMAL SERVICES	dog leash - ACO	14.99	
8/11/2025	74327	AMAZON CAPITAL SERVICES, INC	GENERAL FUND	INFORMATION TECHNOLOGY	ID Badge holder - IT	32.00	

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8/11/2025	74327	AMAZON CAPITAL SERVICES, INC	GENERAL FUND	POLICE DEPARTMENT	breakroom supplies - PD	153.89	
8/11/2025	74327	AMAZON CAPITAL SERVICES, INC	GENERAL FUND	PARKS	Dog poop bags credit - Parks	(64.99)	
8/11/2025	74328	AUTOZONE STORES, INC.	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	Vehicle Battery -Utilities	223.99	
8/11/2025	74328	AUTOZONE STORES, INC.	GENERAL FUND	POLICE DEPARTMENT	Battery Return Credit - PD	(160.99)	
8/11/2025	74328	AUTOZONE STORES, INC.	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	Battery Credit - Utilities	(223.99)	
8/11/2025	74328	AUTOZONE STORES, INC.	GENERAL FUND	POLICE DEPARTMENT	vehicle battery - PD	160.99	
8/11/2025	74328	AUTOZONE STORES, INC.	GENERAL FUND	FIRE DEPARTMENT	bluedef - Fire	16.48	
8/11/2025	74328	AUTOZONE STORES, INC.	GENERAL FUND	FIRE DEPARTMENT	Powerboost Fuel - Fire	13.57	
8/11/2025	74329	BRAUNTEX MATERIALS, INC.	STREET/DRAIN MAINT TAX	NO DEPARTMENT	Type D Hotmix PG 64-22	183.49	
8/11/2025	74330	CEMEX CONSTRUCTION MATERIALS	GRANT FUND	NON-DEPARTMENTAL	Address: 209 Spice Oak Lane, Schertz	575.00	
8/11/2025	74331	CENTERLINE SUPPLY, LTD	GENERAL FUND	PUBLIC WORKS STREETS	curved stencil - Streets	250.00	
8/11/2025	74331	CENTERLINE SUPPLY, LTD	GENERAL FUND	PUBLIC WORKS STREETS	Toluene filling - Streets	178.00	
8/11/2025	74332	CENTERPOINT ENERGY	GENERAL FUND	FIRE DEPARTMENT	Gas Svc Acct#11639787-8	156.61	
8/11/2025	74332	CENTERPOINT ENERGY	GENERAL FUND	FIRE DEPARTMENT	Gas Svc Acct#8649860-7	123.30	
8/11/2025	74333	CENTURY COMMUNITIES	WATER & SEWER FUND	NO DEPARTMENT	030_0000239_000 UB Refund	58.25	
8/11/2025	74334	CESAR AMAYA	GENERAL FUND	POLICE DEPARTMENT	flat repair - PD	20.00	
8/11/2025	74335	CMC STEEL FABRICATORS, INC	GENERAL FUND	PUBLIC WORKS STREETS	gloves - Streets	81.13	
8/11/2025	74336	COSTAR REALTY INFORMATION INC.	ECONOMIC DEVELOPMENT FUND	ECONOMIC DEVELOPMENT	CoStar Suite for August	445.50	
8/11/2025	74337	CPS ENERGY	GENERAL FUND	PUBLIC WORKS STREETS	PVT Street LTS/CIBOLO	1,077.94	
8/11/2025	74338	CURRIER, AISHA	WATER & SEWER FUND	NO DEPARTMENT	031_0000230_003 UB Refund	72.78	
8/11/2025	74339	D&D CONTRACTORS, INC	25 CERTIFICATES OF OBLIGATION	NO DEPARTMENT	2025 Cibolo Streets Pkg 1	94,777.10	
8/11/2025	74339	D&D CONTRACTORS, INC	25 CERTIFICATES OF OBLIGATION	NO DEPARTMENT	2025 Cibolo Streets Pkg 1	35,227.77	
8/11/2025	74339	D&D CONTRACTORS, INC	25 CERTIFICATES OF OBLIGATION	NO DEPARTMENT	2025 Cibolo Streets Pkg 1	(1,761.40)	
8/11/2025	74339	D&D CONTRACTORS, INC	25 CERTIFICATES OF OBLIGATION	NO DEPARTMENT	2025 Cibolo Streets Pkg 1	(12,126.91)	
8/11/2025	74339	D&D CONTRACTORS, INC	25 CERTIFICATES OF OBLIGATION	NO DEPARTMENT	2025 Cibolo Streets Pkg 1	(474,633.89)	
8/11/2025	74339	D&D CONTRACTORS, INC	25 CERTIFICATES OF OBLIGATION	NO DEPARTMENT	2025 Cibolo Streets Pkg 1	622,394.92	
8/11/2025	74340	DELFINO MONTEMAYOR JR	GENERAL FUND	PUBLIC WORKS STREETS	window tint for RAM & Ford Pickups - Streets	225.00	
8/11/2025	74341	DEWINNE EQUIPMENT CO. INC.	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	mower repair- drainage	52.50	
8/11/2025	74341	DEWINNE EQUIPMENT CO. INC.	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	kawasaki- Drainage	78.75	
8/11/2025	74342	DISA GLOBAL SOLUTIONS INC	GENERAL FUND	HUMAN RESOURCES	New Hire Background checks for July	144.54	
8/11/2025	74343	ENTERPRISE FM TRUST	GENERAL FUND	NON-DEPARTMENTAL	August Lease	380.10	
8/11/2025	74343	ENTERPRISE FM TRUST	GENERAL FUND	ANIMAL SERVICES	August Lease	3,518.57	
8/11/2025	74343	ENTERPRISE FM TRUST	GENERAL FUND	POLICE DEPARTMENT	August Lease	63,793.90	
8/11/2025	74343	ENTERPRISE FM TRUST	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	August Lease	4,408.28	
8/11/2025	74343	ENTERPRISE FM TRUST	GENERAL FUND	CODE ENFORCEMENT	August Lease	886.66	
8/11/2025	74343	ENTERPRISE FM TRUST	GENERAL FUND	PUBLIC WORKS - ADMINISTRATION	August Lease	4,421.65	
8/11/2025	74343	ENTERPRISE FM TRUST	WATER & SEWER FUND	NO DEPARTMENT	August Lease	(10,425.00)	
8/11/2025	74343	ENTERPRISE FM TRUST	GENERAL FUND	PARKS	August Lease	3,582.58	
8/11/2025	74343	ENTERPRISE FM TRUST	GENERAL FUND	POLICE DEPARTMENT	August Lease	2,094.32	
8/11/2025	74343	ENTERPRISE FM TRUST	GENERAL FUND	PUBLIC WORKS STREETS	August Lease	3,893.92	
8/11/2025	74343	ENTERPRISE FM TRUST	GENERAL FUND	FIRE DEPARTMENT	August Lease	4,193.53	
8/11/2025	74343	ENTERPRISE FM TRUST	GENERAL FUND	ECONOMIC DEVELOPMENT	August Lease	518.01	
8/11/2025	74343	ENTERPRISE FM TRUST	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	August Lease	3,227.77	
8/11/2025	74343	ENTERPRISE FM TRUST	GENERAL FUND	NO DEPARTMENT	August Lease	(48,700.00)	
8/11/2025	74344	EQUIPMENTSHARE.COM, INC.	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	Genie Towable Boom - Drainage	330.83	
8/11/2025	74345	ERGON ASPHALT AND EMULSIONS	GENERAL FUND	PUBLIC WORKS STREETS	377.000gal of NT-SRE	1,263.52	
8/11/2025	74346	FACILITY SOLUTIONS GROUP, INC	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	LED lights - Drainage	904.57	
8/11/2025	74347	FLOCK GROUP, INC	GRANT FUND	NON-DEPARTMENTAL	Cibolo PD Phase 1 - Yr 2 of 24 mo. term '25-'26	33,000.00	
8/11/2025	74348	FREESE AND NICHOLS	WATER & SEWER FUND	WASTEWATER OPERATIONS	Cibolo South WWMP	13,144.30	
8/11/2025	74349	GALLS, LLC	GENERAL FUND	POLICE DEPARTMENT	mens cargo pants - PD	227.04	
8/11/2025	74349	GALLS, LLC	GENERAL FUND	FIRE DEPARTMENT	taclite shirt - Fire	60.83	
8/11/2025	74350	GLOBAL REALTY GROUP/RUDY ANDA	WATER & SEWER FUND	NO DEPARTMENT	017_0001717_002 UB Refund	67.62	
8/11/2025	74351	HARDT, BRYCE	WATER & SEWER FUND	NO DEPARTMENT	016_0002050_002 UB Refund	59.18	
8/11/2025	74352	HCOP, LLC - DBA PARTSTREE.COM	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	Machinery Maintenance-Drainage	398.38	
8/11/2025	74352	HCOP, LLC - DBA PARTSTREE.COM	GENERAL FUND	FIRE DEPARTMENT	v belt - Fire	151.05	
8/11/2025	74353	HELPING HAND HARDWARE	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	chain - Drainage	74.97	
8/11/2025	74353	HELPING HAND HARDWARE	GENERAL FUND	FIRE DEPARTMENT	yellow connectors - Fire	10.99	
8/11/2025	74353	HELPING HAND HARDWARE	GENERAL FUND	FIRE DEPARTMENT	filter cartridge - Fire	24.49	
8/11/2025	74353	HELPING HAND HARDWARE	GENERAL FUND	FIRE DEPARTMENT	parts - FS2	187.00	
8/11/2025	74353	HELPING HAND HARDWARE	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	blades - Drainage	414.00	
8/11/2025	74353	HELPING HAND HARDWARE	GENERAL FUND	PUBLIC WORKS STREETS	air filters - Streets	12.00	

Check Date	Check Number	Vendor Name	Detail Fund Description	Detail Department Description	Special Information	Amount	Void?
8/11/2025	74354	HELTZEL, LORI	WATER & SEWER FUND	NO DEPARTMENT	018_0000824_001 UB Refund	65.16	
8/11/2025	74355	HESELBEIN TIRE SOUTHWEST, INC	GENERAL FUND	PUBLIC WORKS STREETS	tires - PW	83.19	
8/11/2025	74355	HESELBEIN TIRE SOUTHWEST, INC	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	tires - PW	83.19	
8/11/2025	74356	HYDE KELLEY, LLP	GENERAL FUND	NON-DEPARTMENTAL	Zunker v City of Cibolo	3,885.65	
8/11/2025	74356	HYDE KELLEY, LLP	GENERAL FUND	NON-DEPARTMENTAL	City of Cibolo v. Paxton	13,822.60	
8/11/2025	74356	HYDE KELLEY, LLP	GENERAL FUND	NON-DEPARTMENTAL	Cibolo Turnpike v City of Cibolo	502.13	
8/11/2025	74356	HYDE KELLEY, LLP	GENERAL FUND	NON-DEPARTMENTAL	Intervention in the Grand Prairie challenge against SB2038	2,208.05	
8/11/2025	74357	JORDAN FORD LTD	GENERAL FUND	PUBLIC WORKS STREETS	glass - Streets	108.06	
8/11/2025	74358	KENDIG KEAST COLLABORATIVE	GRANT FUND	NON-DEPARTMENTAL	Phase 3 UDC Drafting & Refinement	6,597.57	
8/11/2025	74359	LEONARD RICE CONSULTING WATER	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	Cibolo Water Resources Support	324.00	
8/11/2025	74359	LEONARD RICE CONSULTING WATER	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	Cibolo Water Resources Support	2,967.00	
8/11/2025	74360	LOWER COLORADO RIVER AUTHORITY	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	emergency radio svc - PW	238.60	
8/11/2025	74360	LOWER COLORADO RIVER AUTHORITY	GENERAL FUND	PUBLIC WORKS - ADMINISTRATION	emergency radio svc - PW	133.06	
8/11/2025	74360	LOWER COLORADO RIVER AUTHORITY	GENERAL FUND	PARKS	emergency radio svc - PW	87.90	
8/11/2025	74360	LOWER COLORADO RIVER AUTHORITY	GENERAL FUND	PUBLIC WORKS STREETS	emergency radio svc - PW	193.38	
8/11/2025	74360	LOWER COLORADO RIVER AUTHORITY	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	emergency radio svc - PW	123.06	
8/11/2025	74361	MISSION PLUMBING, HEATING, A/C	GENERAL FUND	POLICE DEPARTMENT	PD Station ac repair	1,543.75	
8/11/2025	74361	MISSION PLUMBING, HEATING, A/C	GENERAL FUND	POLICE DEPARTMENT	rooftop repair - PD	2,970.00	
8/11/2025	74362	NATALIE DAHLSTEIN	GENERAL FUND	POLICE DEPARTMENT	TCOLE 6400 Training/Belton,TX	154.00	
8/11/2025	74363	NATIONAL BUSINESS FURNITURE LL	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	Computer Credenza- Drainage	1,705.72	
8/11/2025	74364	OREILLY AUTO PARTS	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	Cabin Filter- Utilities	10.32	
8/11/2025	74364	OREILLY AUTO PARTS	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	Oil Drainage Plug- Utilites	3.51	
8/11/2025	74364	OREILLY AUTO PARTS	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	Mini Bulb Combo - Drainage	41.16	
8/11/2025	74364	OREILLY AUTO PARTS	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	Transmission Fluid- Utilities	45.96	
8/11/2025	74364	OREILLY AUTO PARTS	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	Vehicle Soap - Drainage	17.98	
8/11/2025	74365	OTIS ELEVATOR COMPANY	GENERAL FUND	POLICE DEPARTMENT	elevator repairs - PD	1,028.25	
8/11/2025	74366	PATHMARK TRAFFIC PRODUCTS OF	GENERAL FUND	PUBLIC WORKS STREETS	Little Buster Spring Loaded Sign	796.00	
8/11/2025	74367	PROFICIENT BENEFIT SOLUTIONS	GENERAL FUND	HUMAN RESOURCES	COBRA, FSA, HSA	348.31	
8/11/2025	74368	PRUDENTIAL OVERALL SUPPLY	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS		159.27	
8/11/2025	74369	RDO EQUIPMENT CO	GENERAL FUND	PUBLIC WORKS STREETS	window for P-Tier Backhoe VIN960 - Streets	383.84	
8/11/2025	74370	RENTWERX LLC	WATER & SEWER FUND	NO DEPARTMENT	017_0003216_005 UB Refund	62.18	
8/11/2025	74371	SCHNEIDER, JENNIFER	WATER & SEWER FUND	NO DEPARTMENT	030_0001121_001 UB Refund	18.50	
8/11/2025	74372	SHI GOVERNMENT SOLUTIONS, INC	GENERAL FUND	INFORMATION TECHNOLOGY	Azure maintenance for May	710.62	
8/11/2025	74373	SOUTH CENTRAL PLANNING	GENERAL FUND	INFORMATION TECHNOLOGY	Permitting, Planning, Zoning, CE Modules	515.67	
8/11/2025	74374	SOUTHERN NEWSPAPERS, INC	GENERAL FUND	CITY SECRETARY	change in zoning from C4 to Light Industrial	117.03	
8/11/2025	74374	SOUTHERN NEWSPAPERS, INC	GENERAL FUND	CITY SECRETARY	Ordinance 1498	124.55	
8/11/2025	74375	SOUTHERN TIRE MART, LLC	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	Front End Alignment VIN 8258	150.00	
8/11/2025	74376	TEXDOOR, LLC	GENERAL FUND	FIRE DEPARTMENT	FS1 KIT Janus 2000 12x14	3,363.00	
8/11/2025	74377	UMB BANK N.A.	DEBT SERVICE FUND	NO DEPARTMENT	GO Series 2018 - Adm Fees	400.00	
8/11/2025	74378	WESTWOOD PROFESSIONAL SERVICE	CIBOLO PUBLIC FACILITY CORP	NO DEPARTMENT	Noble Group Replat Svcs to 5/31/25	265.80	
8/11/2025	74379	XEROX FINANCIAL SERVICES	GENERAL FUND	INFORMATION TECHNOLOGY	Billing Period 7/20 - 8/19	189.00	
8/18/2025	74387	A TO Z RENTALS	GENERAL FUND	PUBLIC WORKS STREETS	trailer, concrete - Streets	230.00	
8/18/2025	74387	A TO Z RENTALS	WATER & SEWER FUND	WASTEWATER OPERATIONS	Trailer, Concrete- Utilities	280.46	
8/18/2025	74387	A TO Z RENTALS	WATER & SEWER FUND	WASTEWATER OPERATIONS	Trailer, Concrete	272.00	
8/18/2025	74388	ADP, INC	GENERAL FUND	INFORMATION TECHNOLOGY	workforce manager & comprehensive	6,815.50	
8/18/2025	74389	AMAZON CAPITAL SERVICES, INC	GENERAL FUND	ANIMAL SERVICES	file folders - ACO	25.33	
8/18/2025	74389	AMAZON CAPITAL SERVICES, INC	GENERAL FUND	POLICE DEPARTMENT	metal whistles - PD	23.94	
8/18/2025	74389	AMAZON CAPITAL SERVICES, INC	GENERAL FUND	POLICE DEPARTMENT	STAPLES copy paper - PD	339.90	
8/18/2025	74389	AMAZON CAPITAL SERVICES, INC	GENERAL FUND	POLICE DEPARTMENT	coffee filters, electrical tape - PD	24.97	
8/18/2025	74389	AMAZON CAPITAL SERVICES, INC	GENERAL FUND	NON-DEPARTMENTAL	coffee pods - City Hall	28.49	
8/18/2025	74389	AMAZON CAPITAL SERVICES, INC	GENERAL FUND	INFORMATION TECHNOLOGY	GPS receivers - IT	353.16	
8/18/2025	74389	AMAZON CAPITAL SERVICES, INC	GENERAL FUND	FIRE DEPARTMENT	hardware - Fire	13.44	
8/18/2025	74389	AMAZON CAPITAL SERVICES, INC	GENERAL FUND	INFORMATION TECHNOLOGY	GPS receivers - IT	10.79	
8/18/2025	74389	AMAZON CAPITAL SERVICES, INC	GENERAL FUND	POLICE DEPARTMENT	STAPLES copy paper credit - PD	(339.90)	
8/18/2025	74389	AMAZON CAPITAL SERVICES, INC	GENERAL FUND	POLICE DEPARTMENT	card holders - PD	9.98	
8/18/2025	74389	AMAZON CAPITAL SERVICES, INC	GENERAL FUND	POLICE DEPARTMENT	lenovo laptop sleeve - PD	13.99	
8/18/2025	74389	AMAZON CAPITAL SERVICES, INC	GENERAL FUND	NON-DEPARTMENTAL	coffee creamer - City Hall	26.77	
8/18/2025	74389	AMAZON CAPITAL SERVICES, INC	GENERAL FUND	POLICE DEPARTMENT	Toolbox - PD	143.84	
8/18/2025	74389	AMAZON CAPITAL SERVICES, INC	GENERAL FUND	FINANCE DEPARTMENT	computer laser check paper - Finance	171.49	
8/18/2025	74390	ANGEL ARMOR, LLC	GENERAL FUND	POLICE DEPARTMENT	flex carriers - PD	971.40	
8/18/2025	74391	ARMSTRONG, DEBRA	WATER & SEWER FUND	NO DEPARTMENT	021_0020615_001 UB Refund	35.25	

Check Date	Check Number	Vendor Name	Detail Fund Description	Detail Department Description	Special Information	Amount	Void?
8/18/2025	74392	AUTOZONE STORES, INC.	GENERAL FUND	FIRE DEPARTMENT	bluedef - Fire	32.96	
8/18/2025	74392	AUTOZONE STORES, INC.	GENERAL FUND	FIRE DEPARTMENT	bluedef - Fire	83.94	
8/18/2025	74393	BFI WASTE SERVICES OF TEXAS LP	WATER & SEWER FUND	UTILITIES ADMINISTRATION	Garbage and Recycle for June	252,473.66	
8/18/2025	74393	BFI WASTE SERVICES OF TEXAS LP	WATER & SEWER FUND	UTILITIES ADMINISTRATION	Garbage and Recycle July	257,824.62	
8/18/2025	74394	BRANDON WILSON	GENERAL FUND	FIRE DEPARTMENT	TIFMAS Deployment to Kerville, TX	449.71	
8/18/2025	74395	BRANDY MILLER, PHD, PC	GENERAL FUND	POLICE DEPARTMENT	Evaluations - PD	600.00	
8/18/2025	74396	BRIDGESTONE AMERICAS, INC.	GENERAL FUND	POLICE DEPARTMENT	flat repair VIN1766 - PD 19-05	16.99	
8/18/2025	74397	CANYON REGIONAL WATER AUTHORITY	WATER & SEWER FUND	WATER OPERATIONS	Wells Ranch	10,679.96	
8/18/2025	74397	CANYON REGIONAL WATER AUTHORITY	WATER & SEWER FUND	WATER OPERATIONS	Wells Ranch	20,958.24	
8/18/2025	74397	CANYON REGIONAL WATER AUTHORITY	WATER & SEWER FUND	WATER OPERATIONS	Wells Ranch	40,560.90	
8/18/2025	74397	CANYON REGIONAL WATER AUTHORITY	WATER & SEWER FUND	WATER OPERATIONS	Mid Cities - SAWS/Cibolo	12,163.79	
8/18/2025	74397	CANYON REGIONAL WATER AUTHORITY	WATER & SEWER FUND	WATER OPERATIONS	LD Exempt	2,539.45	
8/18/2025	74397	CANYON REGIONAL WATER AUTHORITY	WATER & SEWER FUND	WATER OPERATIONS	Mid Cities	21,286.63	
8/18/2025	74397	CANYON REGIONAL WATER AUTHORITY	WATER & SEWER FUND	WATER OPERATIONS	LD Exempt	66,995.96	
8/18/2025	74397	CANYON REGIONAL WATER AUTHORITY	WATER & SEWER FUND	WATER OPERATIONS	LD Exempt	19,128.69	
8/18/2025	74397	CANYON REGIONAL WATER AUTHORITY	WATER & SEWER FUND	WATER OPERATIONS	LD Exempt	13,802.54	
8/18/2025	74397	CANYON REGIONAL WATER AUTHORITY	WATER & SEWER FUND	WATER OPERATIONS	LD Exempt	15,540.12	
8/18/2025	74397	CANYON REGIONAL WATER AUTHORITY	WATER & SEWER FUND	WATER OPERATIONS	Mid Cities	8,347.99	
8/18/2025	74397	CANYON REGIONAL WATER AUTHORITY	WATER & SEWER FUND	WATER OPERATIONS	LD Exempt	1,011.90	
8/18/2025	74397	CANYON REGIONAL WATER AUTHORITY	WATER & SEWER FUND	WATER OPERATIONS	LD Exempt	20,699.17	
8/18/2025	74397	CANYON REGIONAL WATER AUTHORITY	WATER & SEWER FUND	WATER OPERATIONS	LD Exempt	10,595.23	
8/18/2025	74397	CANYON REGIONAL WATER AUTHORITY	WATER & SEWER FUND	WATER OPERATIONS	Wells Ranch	28,023.11	
8/18/2025	74397	CANYON REGIONAL WATER AUTHORITY	WATER & SEWER FUND	WATER OPERATIONS	Wells Ranch	11,994.09	
8/18/2025	74397	CANYON REGIONAL WATER AUTHORITY	WATER & SEWER FUND	WATER OPERATIONS	Wells Ranch	31,816.72	
8/18/2025	74397	CANYON REGIONAL WATER AUTHORITY	WATER & SEWER FUND	WATER OPERATIONS	Mid Cities - SAWS/Cibolo	2,190.28	
8/18/2025	74397	CANYON REGIONAL WATER AUTHORITY	WATER & SEWER FUND	WATER OPERATIONS	Mid Cities - SAWS/Cibolo	4,770.28	
8/18/2025	74397	CANYON REGIONAL WATER AUTHORITY	WATER & SEWER FUND	WATER OPERATIONS	Mid Cities - SAWS/Cibolo	10,414.42	
8/18/2025	74397	CANYON REGIONAL WATER AUTHORITY	WATER & SEWER FUND	WATER OPERATIONS	Mid Cities	3,832.99	
8/18/2025	74397	CANYON REGIONAL WATER AUTHORITY	WATER & SEWER FUND	WATER OPERATIONS	Mid Cities	18,225.24	
8/18/2025	74398	CCMA	Development Services Fund	NO DEPARTMENT	July CCMA fees	12,000.00	
8/18/2025	74399	CEMEX CONSTRUCTION MATERIALS	GRANT FUND	NON-DEPARTMENTAL	108 Cloud Crossing	575.00	
8/18/2025	74400	CENTERLINE SUPPLY, LTD	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	white premark - Streets	112.20	
8/18/2025	74400	CENTERLINE SUPPLY, LTD	GENERAL FUND	PUBLIC WORKS STREETS	traffic paint - Streets	826.00	
8/18/2025	74401	CENTERPOINT ENERGY	GENERAL FUND	POLICE DEPARTMENT	acct#8649867-2	96.75	
8/18/2025	74401	CENTERPOINT ENERGY	GENERAL FUND	FIRE DEPARTMENT	Gas Svc Acct#10766336-1	108.80	
8/18/2025	74402	CIBOLO CREEK MUN.AUTHORITY	WATER & SEWER FUND	WASTEWATER OPERATIONS	Sewer Svcs for June	341,396.48	
8/18/2025	74402	CIBOLO CREEK MUN.AUTHORITY	WATER & SEWER FUND	WASTEWATER OPERATIONS	Sewer Svcs for July	341,973.49	
8/18/2025	74403	CIBOLO PROF FIREFIGHTERS ASSOC	GENERAL FUND	NO DEPARTMENT	FireFighter membership dues	1,200.00	
8/18/2025	74404	CITY OF SCHERTZ	WATER & SEWER FUND	WATER OPERATIONS	Cibolo Crossing Water Svc	3,805.96	
8/18/2025	74404	CITY OF SCHERTZ	WATER & SEWER FUND	WATER OPERATIONS	Cibolo Subdivision	1,882.26	
8/18/2025	74405	CLINTON RAY JACOBS	GENERAL FUND	POLICE DEPARTMENT	Law Enforcement Experience Investigation	475.00	
8/18/2025	74406	CLOVERLEAF PROPERTY MANAGEMEN	WATER & SEWER FUND	NO DEPARTMENT	015_0002920_004 UB Refund	77.41	
8/18/2025	74407	COFFMAN, KENT	WATER & SEWER FUND	NO DEPARTMENT	009_0001167_008 UB Refund	97.21	
8/18/2025	74408	COMBS, LARAMIE	WATER & SEWER FUND	NO DEPARTMENT	014_0001056_002 UB Refund	27.18	
8/18/2025	74409	CUMMINGS, JAMES	WATER & SEWER FUND	NO DEPARTMENT	021_0007368_003 UB Refund	15.83	
8/18/2025	74410	DIGICERT, INC	GENERAL FUND	INFORMATION TECHNOLOGY	UltraDNS Query - IT	18.91	
8/18/2025	74411	DSHS CENTRAL LAB MC2004	WATER & SEWER FUND	WATER OPERATIONS	NITRATE	50.00	
8/18/2025	74412	ESTES, GRACE	WATER & SEWER FUND	NO DEPARTMENT	009_0009862_000 UB Refund	22.87	
8/18/2025	74413	FERGUSON WATERWORKS #1106	WATER & SEWER FUND	WATER OPERATIONS	Repair Clamp	689.59	
8/18/2025	74413	FERGUSON WATERWORKS #1106	WATER & SEWER FUND	WATER OPERATIONS	Repair Clamp	324.24	
8/18/2025	74413	FERGUSON WATERWORKS #1106	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	Pump Bare Tool	430.84	
8/18/2025	74413	FERGUSON WATERWORKS #1106	WATER & SEWER FUND	WATER OPERATIONS	Double Strap Saddle - Utilities	456.78	
8/18/2025	74413	FERGUSON WATERWORKS #1106	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	Safety Glasses	16.81	
8/18/2025	74413	FERGUSON WATERWORKS #1106	WATER & SEWER FUND	WATER OPERATIONS	Repair Clamp	240.11	
8/18/2025	74413	FERGUSON WATERWORKS #1106	WATER & SEWER FUND	WATER OPERATIONS	Double Strap Saddle PVC	391.30	
8/18/2025	74413	FERGUSON WATERWORKS #1106	WATER & SEWER FUND	WATER OPERATIONS	Swivel Adapter	139.40	
8/18/2025	74413	FERGUSON WATERWORKS #1106	WATER & SEWER FUND	WATER OPERATIONS	Dry Granular Chlorine	255.05	
8/18/2025	74413	FERGUSON WATERWORKS #1106	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	Paint	459.12	
8/18/2025	74413	FERGUSON WATERWORKS #1106	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	Manhole Cover Hook	54.16	
8/18/2025	74413	FERGUSON WATERWORKS #1106	WATER & SEWER FUND	WATER OPERATIONS	Rubber Meter Coupling Gasket	124.00	
8/18/2025	74413	FERGUSON WATERWORKS #1106	WATER & SEWER FUND	WATER OPERATIONS		7,130.14	

Check Date	Check Number	Vendor Name	Detail Fund Description	Detail Department Description	Special Information	Amount	Void?
8/18/2025	74413	FERGUSON WATERWORKS #1106	WATER & SEWER FUND	WATER OPERATIONS	Repair Clamp	1,304.90	
8/18/2025	74414	FIRE-DEX GW, LLC	GENERAL FUND	FIRE DEPARTMENT	Firefighter PPE care & maintenance	126.35	
8/18/2025	74415	FUNEZ, ERIK	WATER & SEWER FUND	NO DEPARTMENT	010_0001071_020 UB Refund	29.22	
8/18/2025	74416	GALLS, LLC	GENERAL FUND	POLICE DEPARTMENT	men's pants - PD	149.45	
8/18/2025	74417	GEIER, CHRISTOPHER	WATER & SEWER FUND	NO DEPARTMENT	009_0007320_009 UB Refund	30.64	YES
8/18/2025	74418	GRAINGER	GENERAL FUND	POLICE DEPARTMENT	air filters - All City	53.22	
8/18/2025	74418	GRAINGER	GENERAL FUND	NON-DEPARTMENTAL	air filters - All City	25.99	
8/18/2025	74418	GRAINGER	WATER & SEWER FUND	WASTEWATER OPERATIONS	Thermostat and Cooling Fan	195.72	
8/18/2025	74418	GRAINGER	WATER & SEWER FUND	WASTEWATER OPERATIONS	HVAC Parts	3.94	
8/18/2025	74418	GRAINGER	GENERAL FUND	PARKS	air filters - All City	15.33	
8/18/2025	74419	GREGORY CROUCH	GENERAL FUND	POLICE DEPARTMENT	250 Impound Warning Stickers	86.00	
8/18/2025	74420	GRIFFITH, RAYMOND	WATER & SEWER FUND	NO DEPARTMENT	015_0010605_000 UB Refund	17.84	
8/18/2025	74421	GT DISTRIBUTORS	GENERAL FUND	POLICE DEPARTMENT	SX jacket for PD/Maass	459.60	
8/18/2025	74421	GT DISTRIBUTORS	GENERAL FUND	POLICE DEPARTMENT	undervest - PD/S. Hoover	97.25	
8/18/2025	74422	GUARDIAN ALLIANCE TECHNOLOGIE	GENERAL FUND	POLICE DEPARTMENT	software platform PSA monthly	162.00	
8/18/2025	74423	HCOP, LLC - DBA PARTSTREE.COM	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	Handle Clamping	15.76	
8/18/2025	74423	HCOP, LLC - DBA PARTSTREE.COM	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	Filter Oil	771.80	
8/18/2025	74424	HD SUPPLY, INC	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	Paint	88.95	
8/18/2025	74424	HD SUPPLY, INC	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	Jacket	74.95	
8/18/2025	74425	HIERHOLZER ENGINEERING, INC	WATER & SEWER FUND	WASTEWATER OPERATIONS	Weil Road Lift Station	13,293.00	
8/18/2025	74426	HIGHTOWER, EMILY	WATER & SEWER FUND	NO DEPARTMENT	006_0002810_004 UB Refund	6.80	
8/18/2025	74427	HPS, LLC	WATER & SEWER FUND	WATER OPERATIONS	Master Meter	14,148.30	
8/18/2025	74428	IWS GAS & SUPPLY OF TEXAS, LTD	GENERAL FUND	PUBLIC WORKS STREETS	250 oxy compressed gas	21.62	
8/18/2025	74429	JAKE LEDLOW, LLC	GENERAL FUND	POLICE DEPARTMENT	gate chain replacement - PD	445.00	
8/18/2025	74430	JONES, RASHONDA	WATER & SEWER FUND	NO DEPARTMENT	031_0000226_003 UB Refund	97.98	
8/18/2025	74431	JORDAN FORD LTD	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	Sleeve Wiring - Drainage	45.00	
8/18/2025	74431	JORDAN FORD LTD	GENERAL FUND	PUBLIC WORKS STREETS	ford key - Streets	169.85	
8/18/2025	74432	KDW ENTERPRISES WILLIAMS/POZZI	GENERAL FUND	PARKS	keys - Parks	180.00	
8/18/2025	74433	KELLY R. SMITH	GENERAL FUND	PUBLIC RELATIONS	Magazine Printing and Postage	8,784.83	
8/18/2025	74434	KINNEY, KRISTY	WATER & SEWER FUND	NO DEPARTMENT	013_0000230_004 UB Refund	5.10	
8/18/2025	74435	LENOVO, INC (UNITED STATES)	GRANT FUND	POLICE DEPARTMENT	ThinkPad P14s G5	2,000.00	
8/18/2025	74435	LENOVO, INC (UNITED STATES)	GRANT FUND	POLICE DEPARTMENT	ThinkVision Monitors	782.99	
8/18/2025	74435	LENOVO, INC (UNITED STATES)	GRANT FUND	POLICE DEPARTMENT	ThinkVision monitors, Dock	810.98	
8/18/2025	74435	LENOVO, INC (UNITED STATES)	GRANT FUND	POLICE DEPARTMENT	ThinkPad 15.6 inch	22.99	
8/18/2025	74435	LENOVO, INC (UNITED STATES)	GRANT FUND	POLICE DEPARTMENT	ThinkPad 15.6 inch	22.99	
8/18/2025	74435	LENOVO, INC (UNITED STATES)	GRANT FUND	POLICE DEPARTMENT	ThinkPad P14s G5	2,000.00	
8/18/2025	74436	LETZ, KEVIN	WATER & SEWER FUND	NO DEPARTMENT	009_0005756_005 UB Refund	34.99	
8/18/2025	74437	LEXISNEXIS RISK DATA MGMT, INC	GENERAL FUND	POLICE DEPARTMENT	July 2025 Contract fee	210.50	
8/18/2025	74438	LIONHEART PLACES LLC	ECONOMIC DEVELOPMENT FUND	ECONOMIC DEVELOPMENT	Cibolo Downtown Plan	9,421.11	
8/18/2025	74438	LIONHEART PLACES LLC	ECONOMIC DEVELOPMENT FUND	ECONOMIC DEVELOPMENT	Cibolo Downtown Plan	17,906.68	
8/18/2025	74439	LOUIS, STEPHEN	WATER & SEWER FUND	NO DEPARTMENT	031_0001318_000 UB Refund	95.00	YES
8/18/2025	74440	LOWER COLORADO RIVER AUTHORITY	GENERAL FUND	POLICE DEPARTMENT	radio repairs - PD	2,915.00	
8/18/2025	74441	M & M CONTRACTING, LTD.	WATER & SEWER FUND	NO DEPARTMENT	001_0004660_000 UB Refund	888.15	
8/18/2025	74442	MARUBENI AMERICA CORPORATION	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	herbicide - Drainage	190.00	
8/18/2025	74443	MAYRA MAGANA	GENERAL FUND	POLICE DEPARTMENT	oil change Unit 24-06	113.64	
8/18/2025	74444	MCCOY'S BUILDING SUPPLY	GENERAL FUND	PUBLIC WORKS STREETS	Credit on 8x20 remesh mat, rebar	(249.24)	
8/18/2025	74444	MCCOY'S BUILDING SUPPLY	GENERAL FUND	PUBLIC WORKS STREETS	Credit on 8x20 remesh mat	(215.11)	
8/18/2025	74444	MCCOY'S BUILDING SUPPLY	GENERAL FUND	PUBLIC WORKS STREETS	8x20 remesh mat - Streets	476.88	
8/18/2025	74445	MCLEMORE, CHANTEL	WATER & SEWER FUND	NO DEPARTMENT	009_0002185_005 UB Refund	96.05	
8/18/2025	74446	MISSION PLUMBING, HEATING, A/C	GENERAL FUND	NON-DEPARTMENTAL	replace sensor on samsung system	390.00	
8/18/2025	74446	MISSION PLUMBING, HEATING, A/C	GENERAL FUND	NON-DEPARTMENTAL	Conf. Rm. 1st Flr - City Annex	400.00	
8/18/2025	74447	MORRIS REALTY	WATER & SEWER FUND	NO DEPARTMENT	009_0000357_014 UB Refund	82.98	
8/18/2025	74448	MWI ANIMAL HEALTH	GENERAL FUND	ANIMAL SERVICES	VCOLL9RH_Animal Svcs	268.45	
8/18/2025	74449	NARDIS PUBLIC SAFETY	GENERAL FUND	POLICE DEPARTMENT	Clothing/Uniform - PD	114.93	
8/18/2025	74449	NARDIS PUBLIC SAFETY	GENERAL FUND	POLICE DEPARTMENT	holster - PD	147.00	
8/18/2025	74450	NEW BRAUNFELS WELDERS SUPPLY	GENERAL FUND	FIRE DEPARTMENT	Med Oxy rental	117.00	
8/18/2025	74451	NTX - CITYVET GROUP, PLLC	GENERAL FUND	ANIMAL SERVICES	Jordan	65.00	
8/18/2025	74451	NTX - CITYVET GROUP, PLLC	GENERAL FUND	ANIMAL SERVICES	JJ - A0058876587	65.00	
8/18/2025	74451	NTX - CITYVET GROUP, PLLC	GENERAL FUND	ANIMAL SERVICES	Sizzle - A0058755406	60.00	
8/18/2025	74451	NTX - CITYVET GROUP, PLLC	GENERAL FUND	ANIMAL SERVICES	Chance A0057561984	125.00	
8/18/2025	74451	NTX - CITYVET GROUP, PLLC	GENERAL FUND	ANIMAL SERVICES	Brownie	65.00	

Check Date	Check Number	Vendor Name	Detail Fund Description	Detail Department Description	Special Information	Amount	Void?
8/18/2025	74451	NTX - CITYVET GROUP, PLLC	GENERAL FUND	ANIMAL SERVICES	Marigold	75.00	
8/18/2025	74451	NTX - CITYVET GROUP, PLLC	GENERAL FUND	ANIMAL SERVICES	New Kitten	189.55	
8/18/2025	74451	NTX - CITYVET GROUP, PLLC	GENERAL FUND	ANIMAL SERVICES	Lit - A0058779979	65.00	
8/18/2025	74451	NTX - CITYVET GROUP, PLLC	GENERAL FUND	ANIMAL SERVICES	Timber A0058913565	80.00	
8/18/2025	74451	NTX - CITYVET GROUP, PLLC	GENERAL FUND	ANIMAL SERVICES	Frankenstein	103.65	
8/18/2025	74451	NTX - CITYVET GROUP, PLLC	GENERAL FUND	ANIMAL SERVICES	Capone - A0058578839	80.00	
8/18/2025	74451	NTX - CITYVET GROUP, PLLC	GENERAL FUND	ANIMAL SERVICES	Indiana Bones	17.20	
8/18/2025	74451	NTX - CITYVET GROUP, PLLC	GENERAL FUND	ANIMAL SERVICES	Comet - A0058614628	60.00	
8/18/2025	74451	NTX - CITYVET GROUP, PLLC	GENERAL FUND	ANIMAL SERVICES	Claire's A0058850158	115.00	
8/18/2025	74451	NTX - CITYVET GROUP, PLLC	GENERAL FUND	ANIMAL SERVICES	Buddy A0058524196	113.65	
8/18/2025	74451	NTX - CITYVET GROUP, PLLC	GENERAL FUND	ANIMAL SERVICES	Snowball - A0058843228	115.00	
8/18/2025	74451	NTX - CITYVET GROUP, PLLC	GENERAL FUND	ANIMAL SERVICES	Birdie A0058855235	115.00	
8/18/2025	74451	NTX - CITYVET GROUP, PLLC	GENERAL FUND	ANIMAL SERVICES	Royal - A0058705133	155.00	
8/18/2025	74451	NTX - CITYVET GROUP, PLLC	GENERAL FUND	ANIMAL SERVICES	Oreo - A0058950155	80.00	
8/18/2025	74451	NTX - CITYVET GROUP, PLLC	GENERAL FUND	ANIMAL SERVICES	Indiana Bones	125.00	
8/18/2025	74451	NTX - CITYVET GROUP, PLLC	GENERAL FUND	ANIMAL SERVICES	Pina Colada	80.00	
8/18/2025	74451	NTX - CITYVET GROUP, PLLC	GENERAL FUND	ANIMAL SERVICES	Kiki - A00587036477	75.00	
8/18/2025	74451	NTX - CITYVET GROUP, PLLC	GENERAL FUND	ANIMAL SERVICES	Tina A0058816647	15.00	
8/18/2025	74451	NTX - CITYVET GROUP, PLLC	GENERAL FUND	ANIMAL SERVICES	Charlie Brown - A0058552884	185.49	
8/18/2025	74451	NTX - CITYVET GROUP, PLLC	GENERAL FUND	ANIMAL SERVICES	Snowball - A0058843228	110.50	
8/18/2025	74451	NTX - CITYVET GROUP, PLLC	GENERAL FUND	ANIMAL SERVICES	Flash - A0054146406	15.00	
8/18/2025	74452	ODP BUSINESS SOLUTIONS, LLC	GENERAL FUND	NON-DEPARTMENTAL	Sugar, Creamer - City Hall Breakroom	43.14	
8/18/2025	74452	ODP BUSINESS SOLUTIONS, LLC	Development Services Fund	NON-DEPARTMENTAL	copy paper - City Annex	413.60	
8/18/2025	74452	ODP BUSINESS SOLUTIONS, LLC	GENERAL FUND	ECONOMIC DEVELOPMENT	office supplies	49.43	
8/18/2025	74452	ODP BUSINESS SOLUTIONS, LLC	GENERAL FUND	FINANCE DEPARTMENT	office supplies - Finance	91.96	
8/18/2025	74452	ODP BUSINESS SOLUTIONS, LLC	GENERAL FUND	POLICE DEPARTMENT	copy paper - PD	413.60	
8/18/2025	74452	ODP BUSINESS SOLUTIONS, LLC	Development Services Fund	NON-DEPARTMENTAL	copy paper - City Annex	87.99	
8/18/2025	74453	OPENDOOR LABS INC.	WATER & SEWER FUND	NO DEPARTMENT	004_0000390_001 UB Refund	48.97	
8/18/2025	74454	OREILLY AUTO PARTS	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	Glass Cleaner	13.98	
8/18/2025	74455	PEEK, PAUL	WATER & SEWER FUND	NO DEPARTMENT	009_0001230_003 UB Refund	76.68	
8/18/2025	74456	POLLUTION CONTROL SERVICES, INC	WATER & SEWER FUND	WATER OPERATIONS	Coliform, Total/ E.Coli	600.00	
8/18/2025	74457	PROFESSIONAL TURF PRODUCTS	GENERAL FUND	PARKS	rear lamp replacement - Parks	258.62	
8/18/2025	74458	PRUDENTIAL OVERALL SUPPLY	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	Uniform/Clothing - Drainage	123.41	
8/18/2025	74458	PRUDENTIAL OVERALL SUPPLY	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	mats, towels - PW	31.78	
8/18/2025	74458	PRUDENTIAL OVERALL SUPPLY	GENERAL FUND	PUBLIC WORKS STREETS	Uniform/Clothing - Streets	178.20	
8/18/2025	74458	PRUDENTIAL OVERALL SUPPLY	GENERAL FUND	PARKS	Uniform/Clothing - Parks	93.80	
8/18/2025	74458	PRUDENTIAL OVERALL SUPPLY	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	mats, towels - PW	31.77	
8/18/2025	74458	PRUDENTIAL OVERALL SUPPLY	GENERAL FUND	PARKS	mats, towels - PW	31.78	
8/18/2025	74458	PRUDENTIAL OVERALL SUPPLY	GENERAL FUND	PUBLIC WORKS STREETS	mats, towels - PW	31.78	
8/18/2025	74458	PRUDENTIAL OVERALL SUPPLY	GENERAL FUND	NON-DEPARTMENTAL	City Hall, Annex mats	45.00	
8/18/2025	74459	RANDOLPH FIELD REALTY	WATER & SEWER FUND	NO DEPARTMENT	003_0002220_010 UB Refund	51.19	
8/18/2025	74460	RDO EQUIPMENT CO	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	Lap Bar Sensor Repair	74.80	
8/18/2025	74461	REVIVAL ANIMAL HEALTH	GENERAL FUND	ANIMAL SERVICES	Medical Animal Svcs	1,364.35	
8/18/2025	74462	ROSE, CANDY	WATER & SEWER FUND	NO DEPARTMENT	009_0002717_004 UB Refund	86.69	
8/18/2025	74463	SFR TEXAS ACQUISITIONS 3 LLC	WATER & SEWER FUND	NO DEPARTMENT	012_0000108_010 UB Refund	31.32	
8/18/2025	74464	SHI GOVERNMENT SOLUTIONS, INC	GENERAL FUND	INFORMATION TECHNOLOGY	Adobe Volume License	4,616.65	
8/18/2025	74464	SHI GOVERNMENT SOLUTIONS, INC	GENERAL FUND	INFORMATION TECHNOLOGY	Adobe Volume License	4,612.88	
8/18/2025	74465	SITEONE LANDSCAPE SUPPLY, LLC	GENERAL FUND	PARKS	rain bird wifi module link2 - Parks	121.79	
8/18/2025	74466	SMARTSHEET INC	GENERAL FUND	INFORMATION TECHNOLOGY	Enterprise Plan Plus Premium	9,810.00	
8/18/2025	74467	SOUTHERN TIRE MART, LLC	GENERAL FUND	FIRE DEPARTMENT	tire change - Fire Truck	221.85	
8/18/2025	74468	STAUDINGER, STEPHEN	WATER & SEWER FUND	NO DEPARTMENT	015_0000822_003 UB Refund	79.82	
8/18/2025	74469	TEXAS EXCAVATION SAFETY SYSTEM	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	Message Fees for July 2025/CIBOLO01	612.95	
8/18/2025	74470	TEXDOOR, LLC	GENERAL FUND	PARKS	lubricant - PW	41.25	
8/18/2025	74470	TEXDOOR, LLC	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	lubricant - PW	41.25	
8/18/2025	74470	TEXDOOR, LLC	GENERAL FUND	PUBLIC WORKS STREETS	lubricant - PW	41.25	
8/18/2025	74470	TEXDOOR, LLC	GENERAL FUND	FIRE DEPARTMENT	reinstall cables - Fire	294.75	
8/18/2025	74470	TEXDOOR, LLC	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	lubricant - PW	41.25	
8/18/2025	74471	THE CHAMBER	ECONOMIC DEVELOPMENT FUND	ECONOMIC DEVELOPMENT	luncheon seat - Patricia Qaiyyim	25.00	
8/18/2025	74471	THE CHAMBER	GENERAL FUND	CITY MANAGER	luncheon Seat - Wayne Reed	25.00	
8/18/2025	74472	TREVIPAY	GENERAL FUND	PUBLIC WORKS STREETS	nitrile gloves - Streets	16.41	
8/18/2025	74473	TX COMMISSION-LAW ENFORCEMENT	GENERAL FUND	POLICE DEPARTMENT	PID#336099 - Thedrick Andres	275.00	

Check Date	Check Number	Vendor Name	Detail Fund Description	Detail Department Description	Special Information	Amount	Void?
8/18/2025	74473	TX COMMISSION-LAW ENFORCEMEN	GENERAL FUND	POLICE DEPARTMENT	Mental Health Officer Certification	35.00	
8/18/2025	74474	TYCO FIRE & SECURITY (US)	Development Services Fund	NON-DEPARTMENTAL	Time and Material Svc	1,156.64	
8/18/2025	74475	TYLER TECHNOLOGIES, INC.	CIBOLO PUBLIC FACILITY CORP	NO DEPARTMENT	Field Based Reporting - PD	3,682.56	
8/18/2025	74476	VAILENCOURT, CAITLIN	WATER & SEWER FUND	NO DEPARTMENT	009_0009720_001 UB Refund	88.43	
8/18/2025	74477	WAYNE TAUER	25 CERTIFICATES OF OBLIGATION	FIRE DEPARTMENT	2025 TOHATSU 30hp 20" Tiller	4,350.00	
8/18/2025	74477	WAYNE TAUER	25 CERTIFICATES OF OBLIGATION	FIRE DEPARTMENT	2025 TOHATSU 30hp 20" Tiller	150.00	
8/18/2025	74477	WAYNE TAUER	25 CERTIFICATES OF OBLIGATION	FIRE DEPARTMENT	2025 TOHATSU 30hp 20" Tiller	400.00	
8/18/2025	74477	WAYNE TAUER	25 CERTIFICATES OF OBLIGATION	FIRE DEPARTMENT	2025 TOHATSU 30hp 20" Tiller	75.00	
8/18/2025	74477	WAYNE TAUER	25 CERTIFICATES OF OBLIGATION	FIRE DEPARTMENT	2025 TOHATSU 30hp 20" Tiller	199.00	
8/18/2025	74478	WESTWOOD PROFESSIONAL SERVIC	CIBOLO PUBLIC FACILITY CORP	NO DEPARTMENT	Noble Group Replat from June -July	1,648.30	
8/18/2025	74479	WILLIAMS SUPPLY COMPANY, LTD	GENERAL FUND	NON-DEPARTMENTAL	pvc pipe - City Hall water Leak	31.72	
8/18/2025	74480	WURZEL BUILDERS	WATER & SEWER FUND	NO DEPARTMENT	001_0000632_000 UB Refund	888.15	
8/18/2025	74481	WURZEL BUILDERS	WATER & SEWER FUND	NO DEPARTMENT	009_0001632_000 UB Refund	778.15	
8/18/2025	74482	YVONNE SIFUENTES	POLICE EDUCATION FUNDS	POLICE DEPARTMENT	Officer Spilman	100.00	
8/18/2025	74482	YVONNE SIFUENTES	POLICE EDUCATION FUNDS	POLICE DEPARTMENT	Sgt Fore	100.00	
8/18/2025	74484	COMPTROLLER OF PUBLIC ACCTS	WATER & SEWER FUND	NO DEPARTMENT	Sales and Use Tax	18,950.48	
8/18/2025	74485	HEALTH CARE SERVICE CORP	GENERAL FUND	NO DEPARTMENT	Employee Medical Coverage for Aug.	1,182.81	
8/18/2025	74485	HEALTH CARE SERVICE CORP	GENERAL FUND	NO DEPARTMENT	Employee Medical Coverage for Aug.	122,653.62	
8/20/2025	74486	GUADALUPE VALLEY ELECTRIC	GRANT FUND	PARKS	Cibolo Trail Head at HEB - Acct#36032	16,500.00	
8/20/2025	74486	GUADALUPE VALLEY ELECTRIC	24 CERTIFICATES OF OBLIGATION	PARKS	Cibolo Trail Head at HEB - Acct#36032	34,635.81	
8/25/2025	74487	A TO Z RENTALS	GENERAL FUND	PUBLIC WORKS STREETS	Trailer, Concrete - Streets	272.00	
8/25/2025	74488	ALAN HYDRAULICS & MACHINERY CC	GENERAL FUND	PUBLIC WORKS STREETS	hydraulic - Streets	295.07	
8/25/2025	74489	AMAZON CAPITAL SERVICES, INC	GENERAL FUND	FIRE DEPARTMENT	Crock-Pot, Ninja Blender - Fire	147.98	
8/25/2025	74489	AMAZON CAPITAL SERVICES, INC	GENERAL FUND	FIRE DEPARTMENT	drain opener - Fire	23.02	
8/25/2025	74489	AMAZON CAPITAL SERVICES, INC	GENERAL FUND	INFORMATION TECHNOLOGY	adapter plate	12.34	
8/25/2025	74489	AMAZON CAPITAL SERVICES, INC	GENERAL FUND	FIRE DEPARTMENT	refrigerator water filter	131.09	
8/25/2025	74489	AMAZON CAPITAL SERVICES, INC	GENERAL FUND	FIRE DEPARTMENT	24pk D batteries - Fire	20.69	
8/25/2025	74489	AMAZON CAPITAL SERVICES, INC	GENERAL FUND	FIRE DEPARTMENT	Folgers Coffee - Fire	131.62	
8/25/2025	74489	AMAZON CAPITAL SERVICES, INC	GENERAL FUND	FIRE DEPARTMENT	Refrigerator air filter, C batteries - Fire	45.39	
8/25/2025	74489	AMAZON CAPITAL SERVICES, INC	GENERAL FUND	FIRE DEPARTMENT	6pk binders - Fire	68.97	
8/25/2025	74489	AMAZON CAPITAL SERVICES, INC	GENERAL FUND	FIRE DEPARTMENT	certificate frames - Fire	23.99	
8/25/2025	74490	AT&T	GENERAL FUND	INFORMATION TECHNOLOGY	Phone Svcs Acct#512 A07-6176 642 0	709.10	
8/25/2025	74491	AT&T	GENERAL FUND	INFORMATION TECHNOLOGY	Acct#831-001-3506279	108.11	
8/25/2025	74492	BABCOCK ROAD 165, LTD	GENERAL FUND	NO DEPARTMENT	Cibolo Crossing Financial Guarantees	150,298.19	
8/25/2025	74493	BLADE TORRES	GENERAL FUND	FIRE DEPARTMENT	Advanced Structure Firefighter Certificate	87.17	
8/25/2025	74494	BRAUNTEX MATERIALS, INC.	STREET/DRAIN MAINT TAX	NO DEPARTMENT	Type D Hotmix PG 64-22	176.41	
8/25/2025	74494	BRAUNTEX MATERIALS, INC.	STREET/DRAIN MAINT TAX	NO DEPARTMENT	Type D Hotmix PG 64-22	244.26	
8/25/2025	74494	BRAUNTEX MATERIALS, INC.	STREET/DRAIN MAINT TAX	NO DEPARTMENT	Type D Hotmix PG 64-22	192.93	
8/25/2025	74495	BROWN JR, ERNEST	WATER & SEWER FUND	NO DEPARTMENT	007_0001120_001 UB Refund	4,591.04	
8/25/2025	74496	CHARTER COMMUN. HOLDINGS, LLC	GENERAL FUND	INFORMATION TECHNOLOGY	Business TV - FS1 Acct#183696301	206.28	
8/25/2025	74496	CHARTER COMMUN. HOLDINGS, LLC	GENERAL FUND	INFORMATION TECHNOLOGY	Business TV - FS2 Acct#183696201	123.55	
8/25/2025	74496	CHARTER COMMUN. HOLDINGS, LLC	GENERAL FUND	INFORMATION TECHNOLOGY	Business TV - C.H. Acct#248599001	157.15	
8/25/2025	74497	DELFINO MONTEMAYOR JR	GENERAL FUND	PUBLIC WORKS STREETS	full window tints - PW	175.00	
8/25/2025	74497	DELFINO MONTEMAYOR JR	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	full window tints - PW	175.00	
8/25/2025	74497	DELFINO MONTEMAYOR JR	GENERAL FUND	CODE ENFORCEMENT	full window tints - PW	175.00	
8/25/2025	74498	DENTON NAVARRO RODRIGUEZ	GENERAL FUND	NON-DEPARTMENTAL	Municipal Court Svcs for Cibolo	2,752.36	
8/25/2025	74498	DENTON NAVARRO RODRIGUEZ	GENERAL FUND	NON-DEPARTMENTAL	Cibolo Home Rule Charter Review	2,660.00	
8/25/2025	74499	EWING	GENERAL FUND	PARKS	rainbird plastic valve - Parks	155.76	
8/25/2025	74500	FARRWEST SPECIALTY VEHICLES,LL	GENERAL FUND	POLICE DEPARTMENT	Decommission unit 21-03 for resale	840.00	
8/25/2025	74500	FARRWEST SPECIALTY VEHICLES,LL	GENERAL FUND	POLICE DEPARTMENT	decommission unit 21-07 for resale	840.00	
8/25/2025	74501	GOODYEAR AUTO SERVICE CENTER	GENERAL FUND	FIRE DEPARTMENT	New Tire - FS2	956.31	
8/25/2025	74501	GOODYEAR AUTO SERVICE CENTER	GENERAL FUND	FIRE DEPARTMENT	new tires - FS2	1,912.62	
8/25/2025	74502	GT DISTRIBUTORS	GENERAL FUND	POLICE DEPARTMENT	clothing - PD	501.47	
8/25/2025	74502	GT DISTRIBUTORS	GENERAL FUND	POLICE DEPARTMENT	clothing - MAASS/PD	455.82	
8/25/2025	74503	GUADALUPE VALLEY ELECTRIC	GENERAL FUND	PARKS	Acct#36032040 Final Bill	48.00	YES
8/25/2025	74504	GULF COAST PAPER CO, INC	GENERAL FUND	PARKS	janitorial supplies - Parks	1,538.79	
8/25/2025	74505	HELPING HAND HARDWARE	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	valves - Drainage	20.07	
8/25/2025	74505	HELPING HAND HARDWARE	GENERAL FUND	PARKS	gorilla tape - Parks	15.28	
8/25/2025	74506	INFOSEND, INC.	WATER & SEWER FUND	UTILITIES ADMINISTRATION	Disconnects and Postage - UB	6,639.36	
8/25/2025	74506	INFOSEND, INC.	WATER & SEWER FUND	UTILITIES ADMINISTRATION	Disconnects and Postage - UB	1,781.54	
8/25/2025	74507	JACOB A. HILLHOUSE	GENERAL FUND	FIRE DEPARTMENT	Fire Officer IV Certificate	87.17	

Check Date	Check Number	Vendor Name	Detail Fund Description	Detail Department Description	Special Information	Amount	Void?
8/25/2025	74508	JAMES PERRY WHETSTONE	GENERAL FUND	CITY SECRETARY	August billboards	400.00	
8/25/2025	74509	LADD'S GOLF & TURF, LLC	GENERAL FUND	PARKS	Field Kid, Tailpipe - Parks	912.71	
8/25/2025	74509	LADD'S GOLF & TURF, LLC	GENERAL FUND	PARKS	Return Credit - Parks	(549.80)	
8/25/2025	74510	LAURA WAHRMUND	GRANT FUND	POLICE DEPARTMENT	Victim Svcs Brochures	575.00	
8/25/2025	74511	LAW ENFORCEMENT RISK MANAGEM	POLICE EDUCATION FUNDS	POLICE DEPARTMENT	Austin Zitkus	325.00	
8/25/2025	74511	LAW ENFORCEMENT RISK MANAGEM	GENERAL FUND	POLICE DEPARTMENT	Steven Schauer	325.00	
8/25/2025	74512	LENOVO, INC (UNITED STATES)	GENERAL FUND	ECONOMIC DEVELOPMENT	ThinkCentre M70q Gen 5, Intel	559.50	
8/25/2025	74512	LENOVO, INC (UNITED STATES)	Development Services Fund	PLANNING	ThinkCentre M70q Gen 5, Intel	559.50	
8/25/2025	74512	LENOVO, INC (UNITED STATES)	IT REPLACEMENT FUND	NO DEPARTMENT	computer monitor	1,100.00	
8/25/2025	74513	LINEBARGER GOGGAN BLAIR	GENERAL FUND	NO DEPARTMENT	June fees due to LGB&S	653.99	
8/25/2025	74514	LOWER COLORADO RIVER AUTHORITY	GENERAL FUND	POLICE DEPARTMENT	Radio Svcs - PD	180.00	
8/25/2025	74514	LOWER COLORADO RIVER AUTHORITY	GENERAL FUND	POLICE DEPARTMENT	Radio Svcs - PD	120.00	
8/25/2025	74514	LOWER COLORADO RIVER AUTHORITY	GENERAL FUND	POLICE DEPARTMENT	Radio Svcs - PD	18.00	
8/25/2025	74514	LOWER COLORADO RIVER AUTHORITY	GENERAL FUND	FIRE DEPARTMENT	Radio Svcs - Fire	792.00	
8/25/2025	74514	LOWER COLORADO RIVER AUTHORITY	GENERAL FUND	POLICE DEPARTMENT	Radio Svcs - PD	1,260.00	
8/25/2025	74514	LOWER COLORADO RIVER AUTHORITY	GENERAL FUND	INFORMATION TECHNOLOGY	Beon Svc - IT	10.00	
8/25/2025	74514	LOWER COLORADO RIVER AUTHORITY	GENERAL FUND	ANIMAL SERVICES	Radio Svcs - PD	72.00	
8/25/2025	74515	NARDIS GUN CLUB SA, LLC	GENERAL FUND	POLICE DEPARTMENT	paint - PD	185.28	
8/25/2025	74516	NTX - CITYVET GROUP, PLLC	GENERAL FUND	ANIMAL SERVICES	Taffy A0058503675	50.00	
8/25/2025	74516	NTX - CITYVET GROUP, PLLC	GENERAL FUND	ANIMAL SERVICES	Griselda (Callie) A0058726751	155.00	
8/25/2025	74516	NTX - CITYVET GROUP, PLLC	GENERAL FUND	ANIMAL SERVICES	Otto	80.00	
8/25/2025	74516	NTX - CITYVET GROUP, PLLC	GENERAL FUND	ANIMAL SERVICES	Cupcake A0058505943	50.00	
8/25/2025	74516	NTX - CITYVET GROUP, PLLC	GENERAL FUND	ANIMAL SERVICES	Dash A0058983369	50.00	
8/25/2025	74516	NTX - CITYVET GROUP, PLLC	GENERAL FUND	ANIMAL SERVICES	Dot A0058983359	60.00	
8/25/2025	74517	OREILLY AUTO PARTS	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	oil, filter - Drainage	59.96	
8/25/2025	74517	OREILLY AUTO PARTS	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	oil - Drainage	95.98	
8/25/2025	74517	OREILLY AUTO PARTS	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	oil - Drainage	95.98	
8/25/2025	74518	OTIS ELEVATOR COMPANY	GENERAL FUND	NON-DEPARTMENTAL	sewage smell in elevator - City Annex	1,982.58	
8/25/2025	74519	PRUDENTIAL OVERALL SUPPLY	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	Uniform/Clothing - Drainage	122.38	
8/25/2025	74519	PRUDENTIAL OVERALL SUPPLY	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	mats, mops, towel svcs - PW	31.78	
8/25/2025	74519	PRUDENTIAL OVERALL SUPPLY	GENERAL FUND	PARKS	Uniform/Clothing - Parks	93.80	
8/25/2025	74519	PRUDENTIAL OVERALL SUPPLY	GENERAL FUND	NON-DEPARTMENTAL	City Hall, Annex mats	80.06	
8/25/2025	74519	PRUDENTIAL OVERALL SUPPLY	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	Uniform/Clothing - Utilities	159.27	
8/25/2025	74519	PRUDENTIAL OVERALL SUPPLY	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	mats, mops, towel svcs - PW	31.77	
8/25/2025	74519	PRUDENTIAL OVERALL SUPPLY	GENERAL FUND	PARKS	mats, mops, towel svcs - PW	31.78	
8/25/2025	74519	PRUDENTIAL OVERALL SUPPLY	GENERAL FUND	PUBLIC WORKS STREETS	mats, mops, towel svcs - PW	31.78	
8/25/2025	74519	PRUDENTIAL OVERALL SUPPLY	GENERAL FUND	PUBLIC WORKS STREETS	Uniform/Clothing - Streets	177.10	
8/25/2025	74520	SCHERTZ EMBROIDERY, LLC	GENERAL FUND	POLICE DEPARTMENT	embroidery - PD	135.00	
8/25/2025	74520	SCHERTZ EMBROIDERY, LLC	GENERAL FUND	PARKS	embroidery - Parks	12.50	
8/25/2025	74521	SKELTON ENTERPRISES, INC.	GENERAL FUND	POLICE DEPARTMENT	Svc Call on Fire Alarm System - PD	640.80	
8/25/2025	74522	SOUTH TEXAS AUTO PARTS COMPANY	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	Brake Rotor/Part	976.70	
8/25/2025	74523	TACTICAL FIRE EQUIPMENT, LLC	25 CERTIFICATES OF OBLIGATION	FIRE DEPARTMENT	couplings, Megafllo - Fire	3,554.84	
8/25/2025	74524	TACTICAL FIRE EQUIPMENT, LLC	25 CERTIFICATES OF OBLIGATION	FIRE DEPARTMENT	fire hoses, parts, supplies	5,271.00	
8/25/2025	74524	TACTICAL FIRE EQUIPMENT, LLC	25 CERTIFICATES OF OBLIGATION	FIRE DEPARTMENT	fire hoses, parts, supplies	1,017.98	
8/25/2025	74525	THE CHAMBER	GENERAL FUND	ECONOMIC DEVELOPMENT	Luncheon seat - Clancy Hardin	25.00	
8/25/2025	74526	TYLER TECHNOLOGIES, INC.	CIBOLO PUBLIC FACILITY CORP	NO DEPARTMENT	Field Base Reporting - PD	2,753.82	
8/25/2025	74527	ULINE	GENERAL FUND	PARKS	dog waste bags - Parks	226.23	
8/25/2025	74527	ULINE	GENERAL FUND	PUBLIC WORKS STREETS	pallet racks - Streets	1,184.14	
8/25/2025	74528	VERIZON WIRELESS	GENERAL FUND	PARKS	Phone Svcs 7/11 - 8/10	75.98	
8/25/2025	74528	VERIZON WIRELESS	GENERAL FUND	PUBLIC WORKS STREETS	Phone Svcs 7/11 - 8/10	75.98	
8/25/2025	74528	VERIZON WIRELESS	GENERAL FUND	INFORMATION TECHNOLOGY	Phone Svcs 7/11 - 8/10	37.99	
8/25/2025	74528	VERIZON WIRELESS	GENERAL FUND	FIRE DEPARTMENT	Phone Svcs 7/11 - 8/10	227.96	
8/25/2025	74528	VERIZON WIRELESS	GENERAL FUND	POLICE DEPARTMENT	Phone Svcs 7/11 - 8/10	37.99	
8/25/2025	74528	VERIZON WIRELESS	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	Phone Svcs 7/11 - 8/10	303.92	
8/25/2025	74528	VERIZON WIRELESS	GENERAL FUND	CODE ENFORCEMENT	Phone Svcs 7/11 - 8/10	156.42	
8/25/2025	74528	VERIZON WIRELESS	GENERAL FUND	PUBLIC WORKS - ADMINISTRATION	Phone Svcs 7/11 - 8/10	37.99	
8/25/2025	74529	WESTERN READY MIX, LLC	WATER & SEWER FUND	WASTEWATER OPERATIONS	limestone - Utilities	480.00	
8/25/2025	74530	WILLDAN FINANCIAL SERVICES	WATER & SEWER FUND	UTILITIES ADMINISTRATION	2025 W/WW Rate Study for Cibolo	11,509.00	
8/25/2025	74531	WILSON COMPANY	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	hose - Drainage	63.21	
8/25/2025	74532	YMCA OF GREATER SAN ANTONIO	GENERAL FUND	NO DEPARTMENT	July Dues	1,350.00	
8/25/2025	74534	CITI CARDS	GENERAL FUND	MUNICIPAL COURT	Citibank cc charges	32.73	

Check Date	Check Number	Vendor Name	Detail Fund Description	Detail Department Description	Special Information	Amount	Void?
8/25/2025	74534	CITI CARDS	GENERAL FUND	COUNCIL	Citibank cc charges	34.98	
8/25/2025	74534	CITI CARDS	GENERAL FUND	COUNCIL	Citibank cc charges	118.82	
8/25/2025	74534	CITI CARDS	GENERAL FUND	CITY MANAGER	Citibank cc charges	40.89	
8/25/2025	74534	CITI CARDS	GENERAL FUND	CITY MANAGER	Citibank cc charges	238.60	
8/25/2025	74534	CITI CARDS	GENERAL FUND	NO DEPARTMENT	Citibank cc charges	10.45	
8/25/2025	74534	CITI CARDS	GENERAL FUND	COUNCIL	Citibank cc charges	100.00	
8/25/2025	74534	CITI CARDS	GENERAL FUND	MUNICIPAL COURT	Citibank cc charges	12.99	
8/25/2025	74534	CITI CARDS	GENERAL FUND	COUNCIL	Citibank cc charges	7.92	
8/25/2025	74534	CITI CARDS	GENERAL FUND	COUNCIL	Citibank cc charges	22.39	
8/25/2025	74534	CITI CARDS	GENERAL FUND	COUNCIL	Citibank cc charges	54.48	
8/25/2025	74534	CITI CARDS	GENERAL FUND	COUNCIL	Citibank cc charges	49.98	
8/25/2025	74534	CITI CARDS	GENERAL FUND	CITY SECRETARY	Citibank cc charges	398.39	
8/25/2025	74534	CITI CARDS	GENERAL FUND	CITY SECRETARY	Citibank cc charges	365.00	
8/25/2025	74534	CITI CARDS	GENERAL FUND	MUNICIPAL COURT	Citibank cc charges	60.86	
8/25/2025	74534	CITI CARDS	GENERAL FUND	CITY MANAGER	Citibank cc charges	35.00	
8/25/2025	74534	CITI CARDS	GENERAL FUND	CITY SECRETARY	Citibank cc charges	365.00	
8/25/2025	74534	CITI CARDS	GENERAL FUND	COUNCIL	Citibank cc charges	149.20	
8/25/2025	74535	CITIBANK	DRAINAGE UTILITY DISTRICT	NO DEPARTMENT	JULY PCARD STATEMENT 8/3/25	308.39	
8/25/2025	74535	CITIBANK	ECONOMIC DEVELOPMENT FUND	NO DEPARTMENT	JULY PCARD STATEMENT 8/3/25	4,001.98	
8/25/2025	74535	CITIBANK	POLICE EDUCATION FUNDS	NO DEPARTMENT	JULY PCARD STATEMENT 8/3/25	(333.75)	
8/25/2025	74535	CITIBANK	GENERAL FUND	NO DEPARTMENT	JULY PCARD STATEMENT 8/3/25	13,325.99	
8/25/2025	74535	CITIBANK	GRANT FUND	NO DEPARTMENT	JULY PCARD STATEMENT 8/3/25	1,086.00	
8/25/2025	74535	CITIBANK	WATER & SEWER FUND	NO DEPARTMENT	JULY PCARD STATEMENT 8/3/25	1,116.67	
8/25/2025	74535	CITIBANK	Development Services Fund	NO DEPARTMENT	JULY PCARD STATEMENT 8/3/25	2,164.50	
8/25/2025	74536	CITY OF CIBOLO WATER BILL	GENERAL FUND	PARKS	Water Consumption for July	849.86	
8/25/2025	74536	CITY OF CIBOLO WATER BILL	GENERAL FUND	PUBLIC WORKS - ADMINISTRATION	Water Consumption for July	3,944.86	
8/25/2025	74536	CITY OF CIBOLO WATER BILL	GENERAL FUND	PARKS	Water Consumption for July	19.75	
8/25/2025	74536	CITY OF CIBOLO WATER BILL	GENERAL FUND	ANIMAL SERVICES	Water Consumption for July	412.12	
8/25/2025	74536	CITY OF CIBOLO WATER BILL	GENERAL FUND	PARKS	Water Consumption for July	1,547.22	
8/25/2025	74536	CITY OF CIBOLO WATER BILL	GENERAL FUND	FIRE DEPARTMENT	Water Consumption for July	1,433.97	
8/25/2025	74536	CITY OF CIBOLO WATER BILL	GENERAL FUND	PARKS	Water Consumption for July	3,760.75	
8/25/2025	74536	CITY OF CIBOLO WATER BILL	GENERAL FUND	NON-DEPARTMENTAL	Water Consumption for July	2,543.81	
8/25/2025	74536	CITY OF CIBOLO WATER BILL	GENERAL FUND	PARKS	Water Consumption for July	884.70	
8/25/2025	74536	CITY OF CIBOLO WATER BILL	GENERAL FUND	POLICE DEPARTMENT	Water Consumption for July	975.25	
8/25/2025	74536	CITY OF CIBOLO WATER BILL	GENERAL FUND	PARKS	Water Consumption for July	225.06	
8/25/2025	74536	CITY OF CIBOLO WATER BILL	GENERAL FUND	PUBLIC WORKS STREETS	Water Consumption for July	78.10	
8/25/2025	74536	CITY OF CIBOLO WATER BILL	GENERAL FUND	PARKS	Water Consumption for July	1,159.16	
8/25/2025	74536	CITY OF CIBOLO WATER BILL	GENERAL FUND	PARKS	Water Consumption for July	78.10	
8/25/2025	74537	COMPTROLLER OF PUBLIC ACCTS	GENERAL FUND	NO DEPARTMENT	City Criminal Costs & Fees Ref#A10304-4634	27,036.52	
8/25/2025	74537	COMPTROLLER OF PUBLIC ACCTS	GENERAL FUND	NO DEPARTMENT	City Criminal Costs & Fees Ref#A10304-4634	6.45	
8/25/2025	74538	FUELMAN	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	July Fuel	520.66	
8/25/2025	74538	FUELMAN	GENERAL FUND	POLICE DEPARTMENT	July Fuel	270.20	
8/25/2025	74538	FUELMAN	GENERAL FUND	PUBLIC WORKS STREETS	July Fuel	101.98	
8/25/2025	74538	FUELMAN	GENERAL FUND	PUBLIC WORKS - ADMINISTRATION	July Fuel	482.53	
8/25/2025	74538	FUELMAN	GENERAL FUND	POLICE DEPARTMENT	July Fuel	6,227.25	
8/25/2025	74538	FUELMAN	GENERAL FUND	POLICE DEPARTMENT	July Fuel	231.49	
8/25/2025	74538	FUELMAN	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	July Fuel	3,116.53	
8/25/2025	74538	FUELMAN	GENERAL FUND	FIRE DEPARTMENT	July Fuel	3,166.27	
8/25/2025	74538	FUELMAN	GENERAL FUND	PUBLIC WORKS STREETS	July Fuel	10.96	
8/25/2025	74538	FUELMAN	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	July Fuel	3,067.65	
8/25/2025	74538	FUELMAN	GENERAL FUND	ANIMAL SERVICES	July Fuel	223.37	
8/25/2025	74538	FUELMAN	GENERAL FUND	POLICE DEPARTMENT	July Fuel	208.62	
8/25/2025	74538	FUELMAN	GENERAL FUND	PUBLIC WORKS STREETS	July Fuel	3,079.32	
8/25/2025	74538	FUELMAN	GENERAL FUND	PARKS	July Fuel	1,228.59	
8/25/2025	74538	FUELMAN	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	July Fuel	93.68	
8/25/2025	74538	FUELMAN	GENERAL FUND	POLICE DEPARTMENT	July Fuel	167.83	
8/25/2025	74538	FUELMAN	GENERAL FUND	CODE ENFORCEMENT	July Fuel	206.25	
8/25/2025	74538	FUELMAN	GENERAL FUND	ECONOMIC DEVELOPMENT	July Fuel	31.15	
8/25/2025	74538	FUELMAN	GENERAL FUND	POLICE DEPARTMENT	July Fuel	430.04	
8/25/2025	74538	FUELMAN	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	July Fuel	292.53	
8/25/2025	74538	FUELMAN	GENERAL FUND	PARKS	July Fuel	225.73	

Check Date	Check Number	Vendor Name	Detail Fund Description	Detail Department Description	Special Information	Amount	Void?
8/25/2025	74539	GUADALUPE VALLEY ELECTRIC	GENERAL FUND	PARKS	Electric Svcs	814.00	
8/25/2025	74539	GUADALUPE VALLEY ELECTRIC	GENERAL FUND	PARKS	Electric Svcs	271.28	
8/25/2025	74539	GUADALUPE VALLEY ELECTRIC	GENERAL FUND	PUBLIC WORKS - ADMINISTRATION	Electric Svcs	980.00	
8/25/2025	74539	GUADALUPE VALLEY ELECTRIC	GENERAL FUND	ANIMAL SERVICES	Electric Svcs	513.00	
8/25/2025	74539	GUADALUPE VALLEY ELECTRIC	GENERAL FUND	POLICE DEPARTMENT	Electric Svcs	4,570.00	
8/25/2025	74539	GUADALUPE VALLEY ELECTRIC	GENERAL FUND	PARKS	Electric Svcs	485.95	
8/25/2025	74539	GUADALUPE VALLEY ELECTRIC	GENERAL FUND	PARKS	Electric Svcs	332.10	
8/25/2025	74539	GUADALUPE VALLEY ELECTRIC	GENERAL FUND	PARKS	Electric Svcs	35.00	
8/25/2025	74539	GUADALUPE VALLEY ELECTRIC	GENERAL FUND	PUBLIC WORKS STREETS	Electric Svcs	51.75	
8/25/2025	74539	GUADALUPE VALLEY ELECTRIC	GENERAL FUND	PUBLIC WORKS STREETS	Electric Svcs	335.86	
8/25/2025	74539	GUADALUPE VALLEY ELECTRIC	WATER & SEWER FUND	WASTEWATER OPERATIONS	Electric Svcs	1,167.46	
8/25/2025	74539	GUADALUPE VALLEY ELECTRIC	GENERAL FUND	PARKS	Electric Svcs	33.00	
8/25/2025	74539	GUADALUPE VALLEY ELECTRIC	Development Services Fund	NON-DEPARTMENTAL	Electric Svcs	847.21	
8/25/2025	74539	GUADALUPE VALLEY ELECTRIC	GENERAL FUND	FIRE DEPARTMENT	Electric Svcs	2,661.69	
8/25/2025	74539	GUADALUPE VALLEY ELECTRIC	GENERAL FUND	PARKS	Electric Svcs	146.00	
8/25/2025	74539	GUADALUPE VALLEY ELECTRIC	DRAINAGE UTILITY DISTRICT	DRAINAGE UTILITY DISTRICT	Electric Svcs	28.00	
8/25/2025	74539	GUADALUPE VALLEY ELECTRIC	WATER & SEWER FUND	WATER OPERATIONS	Electric Svcs	3,576.29	
8/25/2025	74539	GUADALUPE VALLEY ELECTRIC	GENERAL FUND	NON-DEPARTMENTAL	Electric Svcs	3,200.40	
8/25/2025	74540	HOME DEPOT CREDIT SERVICES	GENERAL FUND	FIRE DEPARTMENT	July Purchases	35.75	
8/25/2025	74540	HOME DEPOT CREDIT SERVICES	GENERAL FUND	FIRE DEPARTMENT	July Purchases	31.98	
8/25/2025	74540	HOME DEPOT CREDIT SERVICES	GENERAL FUND	FIRE DEPARTMENT	July Purchases	(34.98)	
8/25/2025	74540	HOME DEPOT CREDIT SERVICES	GENERAL FUND	FIRE DEPARTMENT	July Purchases	34.98	
8/25/2025	74540	HOME DEPOT CREDIT SERVICES	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	July Purchases	597.00	
8/25/2025	74541	THE GUARDIAN LIFE INSURANCE CO	GENERAL FUND	NO DEPARTMENT	August Premiums	1,191.67	
8/25/2025	74541	THE GUARDIAN LIFE INSURANCE CO	GENERAL FUND	NO DEPARTMENT	August Premiums	89.70	
8/25/2025	74541	THE GUARDIAN LIFE INSURANCE CO	GENERAL FUND	NO DEPARTMENT	August Premiums	1,909.89	
8/25/2025	74541	THE GUARDIAN LIFE INSURANCE CO	GENERAL FUND	NO DEPARTMENT	August Premiums	163.33	
8/25/2025	74541	THE GUARDIAN LIFE INSURANCE CO	GENERAL FUND	NO DEPARTMENT	August Premiums	784.16	
8/25/2025	74541	THE GUARDIAN LIFE INSURANCE CO	GENERAL FUND	NO DEPARTMENT	August Premiums	627.60	
8/25/2025	74541	THE GUARDIAN LIFE INSURANCE CO	GENERAL FUND	NO DEPARTMENT	August Premiums	882.57	
8/25/2025	74541	THE GUARDIAN LIFE INSURANCE CO	GENERAL FUND	NO DEPARTMENT	August Premiums	1,215.55	
8/25/2025	74541	THE GUARDIAN LIFE INSURANCE CO	GENERAL FUND	NO DEPARTMENT	August Premiums	773.23	
8/25/2025	74541	THE GUARDIAN LIFE INSURANCE CO	GENERAL FUND	NO DEPARTMENT	August Premiums	8,365.49	
8/25/2025	74541	THE GUARDIAN LIFE INSURANCE CO	GENERAL FUND	NO DEPARTMENT	August Premiums	73.52	
8/25/2025	74541	THE GUARDIAN LIFE INSURANCE CO	GENERAL FUND	NO DEPARTMENT	August Premiums	3,508.82	
8/25/2025	74541	THE GUARDIAN LIFE INSURANCE CO	GENERAL FUND	NO DEPARTMENT	August Premiums	348.70	
8/25/2025	74542	TRACTOR SUPPLY CREDIT PLAN	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	July Supplies	24.99	
8/25/2025	74542	TRACTOR SUPPLY CREDIT PLAN	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	July Supplies	256.94	
8/25/2025	74542	TRACTOR SUPPLY CREDIT PLAN	GENERAL FUND	PUBLIC WORKS STREETS	July Supplies	53.98	
8/25/2025	74542	TRACTOR SUPPLY CREDIT PLAN	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	July Supplies	8.73	
8/25/2025	74542	TRACTOR SUPPLY CREDIT PLAN	GENERAL FUND	PUBLIC WORKS STREETS	July Supplies	79.99	
8/25/2025	74542	TRACTOR SUPPLY CREDIT PLAN	GENERAL FUND	PUBLIC WORKS STREETS	July Supplies	5.99	
8/25/2025	74542	TRACTOR SUPPLY CREDIT PLAN	GENERAL FUND	ANIMAL SERVICES	July Supplies	75.93	
8/25/2025	74542	TRACTOR SUPPLY CREDIT PLAN	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	July Supplies	15.99	
8/25/2025	74542	TRACTOR SUPPLY CREDIT PLAN	GENERAL FUND	PARKS	July Supplies	69.95	
8/25/2025	74542	TRACTOR SUPPLY CREDIT PLAN	GENERAL FUND	FIRE DEPARTMENT	July Supplies	24.98	
8/25/2025	74542	TRACTOR SUPPLY CREDIT PLAN	GENERAL FUND	PARKS	July Supplies	13.58	
8/25/2025	74542	TRACTOR SUPPLY CREDIT PLAN	WATER & SEWER FUND	WATER OPERATIONS	July Supplies	56.94	
8/25/2025	74542	TRACTOR SUPPLY CREDIT PLAN	WATER & SEWER FUND	GENERAL UTILITIES OPERATIONS	July Supplies	44.97	
8/25/2025	74543	KAHLIG ENTERPRISES LTD	GENERAL FUND	POLICE DEPARTMENT	Unit 24-05 / Russo	3,341.29	
8/31/2025	74625	CITI CARDS	GENERAL FUND	COUNCIL	Citibank cc charges	64.91	
8/31/2025	74625	CITI CARDS	GENERAL FUND	COUNCIL	Citibank cc charges	2,120.00	
8/31/2025	74625	CITI CARDS	GENERAL FUND	CITY SECRETARY	Citibank cc charges	420.00	
8/31/2025	74625	CITI CARDS	GENERAL FUND	COUNCIL	Citibank cc charges	45.00	
8/31/2025	74625	CITI CARDS	GENERAL FUND	COUNCIL	Citibank cc charges	48.00	
8/31/2025	74625	CITI CARDS	GENERAL FUND	CITY SECRETARY	Citibank cc charges	64.80	
8/31/2025	74625	CITI CARDS	GENERAL FUND	COUNCIL	Citibank cc charges	145.62	
8/31/2025	74625	CITI CARDS	GENERAL FUND	MUNICIPAL COURT	Citibank cc charges	121.51	
8/31/2025	74625	CITI CARDS	GENERAL FUND	COUNCIL	Citibank cc charges	259.20	
8/31/2025	74625	CITI CARDS	GENERAL FUND	MUNICIPAL COURT	Citibank cc charges	(19.99)	
8/31/2025	74625	CITI CARDS	GENERAL FUND	COUNCIL	Citibank cc charges	100.00	



City Council Regular Meeting Staff Report

E. Approval of the Final Plat of Venado Crossing Unit 4.

Meeting	Agenda Group
Monday, October 27, 2025, 6:30 PM	Consent Agenda - Consent Items (General Items) Item: 8E.
From	
Eron Spencer, Assistant Planning Director	

PROPERTY INFORMATION:

- Project Name:** PC-25-28-FP
- Owner:** HDC Venado Crossing, LLC
- Representative:** Wayne Flores, P.E., Collier’s Engineering & Design
- Area:** 17.63 acres
- Location:** South of FM 78, West of Meadowview Estates
- Council Place:** 4
- Future Land Use:** Compact Residential
- Zoning ([map](#)):** Planned Unit Development (PUD), Ord. 1118 and amended Ord. 1197
- Proposed Use:** 61 Residential Lots, 3 Drainage Lots
- Utility Providers:** Sewer – City of Cibolo, Water – GVSUD, and Electricity – GVEC

BACKGROUND:

The Final Plat of Venado Crossing Unit 4 was originally recommended for approval by the Planning & Zoning Commission on June 14, 2023, and subsequently approved by City Council on June 27, 2023.

According to Section 20.3.5.H.1. of the City’s Unified Development Code (UDC), *“The approval of Final Plat shall remain in effect for a period of two (2) years after the date the application was approved or conditionally approved by the City Council...If the Final Plat has not been recorded within the two (2) year period, the Final Plat approval, unless extended, shall expire and the plat shall be null and void.”*

The Final Plat was not recorded, and no extension was requested by the developer within two years of the plat being approved. As a result, the original approval expired on June 27, 2025, rendering the plat null and void. Therefore, the Final Plat must be reconsidered and reapproved prior to recordation.

FINDINGS/CURRENT ACTIVITY:

In accordance with Section 20.3.5 of the UDC, 'Final Plat' is defined as: "The one official and authentic map of any given subdivision of land prepared from the actual field measurement and staking of all identifiable point by a surveyor or engineer, with the subdivision location referenced to a survey corner, and with all boundaries, corners and curves of the land division sufficiently described so that they can be reproduced without additional references."

In 2014, City Council approved a Planned Unit Development (PUD) for the Venado Crossing subdivision under Ordinance 1118. In 2017, a Land Study, Public Improvements Agreement (PIA), and amendment to the PUD (Ordinance 1197) were also approved by City Council. As such, Venado Crossing is vested under the development regulations that were in effect at the time of those approvals.

The Land Study for Venado Crossing covers 177.26 acres and includes a total of 511 single-family residential lots. The proposed Final Plat for Venado Crossing Unit 4 is located directly south of Unit 1. The plat establishes 61 residential lots that are typically 7,200 square feet (60' x 120'), along with three drainage lots (Lots 900, 901, and 902).

STREETS/MASTER THOROUGHFARE PLAN (MTP):

Unit 4 includes approximately 5,475 linear feet of roadway. Fifty (50) feet of right-of-way will be dedicated for local streets within the subdivision, including: Witwatersrand, Safari Ridge, Impala Range, Windhoek Park, and Gazelle Point.

Also, Venado Crossing—an eighty (80) foot ROW collector street identified on the City's Master Thoroughfare Plan—will connect to the local streets like Safari Ridge and Impala Range within Unit 4.

A Traffic Impact Analysis (TIA) Report, dated February of 2023, was reviewed and approved by the City Engineer as part of the Final Plat review for this unit.

UTILITIES:

Construction plans for the utility and roadway improvements have been approved. Sanitary sewer service will be provided by the City of Cibolo. Water service will be provided by Guadalupe Valley Special Utility District (GVSUD), Guadalupe Valley Electric Cooperative (GVEC) will serve as the electric provider.

Letters of Certification (LOCs) from both GVSUD and GVEC, recommending approval of Unit 4, have been submitted.

DRAINAGE:

The Stormwater Management Plan (SWMP) for Venado Crossing Unit 4, dated June of 2023, was reviewed and approved by the City Engineer. No portion of the property is located within the FEMA floodplain.

PARKLAND:

Parkland dedication is not proposed with this plat, as the requirement was met with the dedication provided in Unit 1.

PLANNING & ZONING COMMISSION RECOMMENDATION:

At its October 8, 2025, regular meeting, the Planning & Zoning Commission unanimously voted (7-0) to recommend approval of the Final Plat of Venado Crossing Unit 4.

STAFF RECOMMENDATION:

Staff and the City Engineer reviewed the resubmitted plat and its associated documents. No changes were made to the plat since its original approval in 2023. Based on this review, the plat remains in adherence with the subdivision regulations outlined in the City's UDC and Section 212, Municipal Regulations of Subdivisions and Property Development, of the Texas Local Government Code. Therefore, Staff recommends **APPROVAL** of this Final Plat.

Attachments

[Application](#)

[Narrative](#)

[Final Plat](#)

[City Engineer Letter](#)

[Staff Map](#)

Cibolo
Final Plat Application

Online Request #: 2926570

Project #: PC-25-28-FP

Submitted by:
Kristin Heggy
kristin.heggy@collierseng.com
(210) 883-7266

Location: **South of FM 78 & West of Meadowview Estates**

City: **Cibolo** State: **TX** Zip: **78108**

Contact Information

Applicant's Contact Information

Title: First Name: **Kristin** Last Name: **Heggy** Suffix:

Business Name: **Colliers Engineering & Design**

Mailing Address: **640 N Walnut Ave, Suite 1101**

City: **New Braunfels** State: **TX** Zip:

Email Address: **kristin.heggy@collierseng.com**

Cell Phone: Work Phone: Home Phone: **(210) 883-7266**

Property Owner's Contact Information

Title: First Name: **Bryan** Last Name: **Sims** Suffix:

Business Name: **HDC Venado Crossing, LLC**

Mailing Address: **100 NE Loop 410, Ste. 1080**

City: **San Antonio** State: **TX** Zip: **78216**

Email Address: **bryan@hdc-group.com**

Cell Phone: **(210) 838-6784** Work Phone: Home Phone:



You can complete this application and view updates online at [MGO Connect](#)

Representative's Contact Information

Title: First Name: Wayne Last Name: Flores Suffix:

Business Name: Colliers Engineering & Design

Mailing Address: 640 N Walnut Ave, Ste. 1101

City: New Braunfels State: TX Zip: 78130

Email Address: wayne.flores@collierseng.com

Cell Phone: (210) 693-2330 Work Phone: (830) 220-6042 Home Phone:

Application Questionnaire (* denotes required question)

Final Plat

Project Name * Venado Crossing Subdivision Unit 4

Total Acres * 17.63

Survey Name * JERONIMO LEAL SURVEY NO. 85

Abstract No. * 210

Current Zoning * PUD SF-3

Proposed Zoning * N/A

Overlay * FM 78

of Lots * 61



You can complete this application and view updates online at [MGO Connect](#)

of Units *

1

Work Type *

Single-Family

Specify *

Total Proposed Square Footage *

Total Proposed Square Footage *

Current Use *

Undeveloped

Proposed Use *

Single Family Residential

By typing my name below, I do hereby attest that Kristin Heggy
the information contained in this application is
true, accurate, and complete. *

Acknowledgement *

By typing my name below, I do hereby attest that the information contained in this application is true, accurate, and complete. I understand that I am responsible for providing accurate information and that I am aware of the consequences of providing false information. (This is a legal document, and it is subject to the terms and conditions of the application.)

Enter Signature: *

Kristin Heggy



You can complete this application and view updates online at [MGO Connect](#)

Documents Uploaded

The following documents are attached to the Application.

Copy of a Final Tree Survey	9. land use study_tree survey.pdf
Copy of the Final Plat Encompassing All Land Owned by the Subdivider	10. pl6130106.pdf
Copy of the Final Traffic Impact Analysis Report	7. venado_tia report_version 1.pdf
Copy of the Final Utility and Final Storm Water Management Report	6. venado u4 swmp.pdf 12. overall utility plan.pdf
Letter of Authorization	2. agent authorization letter for cibolo-signed.pdf
Narrative of Application Request	1. final plat project letter.pdf
Project Applicable LOC Approvals	5.6 spectrum - cibolo request for review form_venado crossing u4 signed.pdf 5.5 gvsud venado unit 4_plan resubmittal review_c_ letter.pdf 5.3 gvec cibolo request for review form_venado crossing u4.pdf 5.2 ccma - venado subdivision unit 4 rfr.pdf 5.1 att approval - venado crossing unit 4.pdf 5.7 sslgc - re_wayne flores, p.e. shared_6130106_full set_with you..pdf
Proof of Tax Certification	4. combined 4 tax certificates.pdf
Signed Deposit Agreement	11. deposit agreement.pdf



You can complete this application and view updates online at [MGO Connect](#)

Signed Notarized Authorization Form

3.2 final plat checklist-signed.pdf

**3.1 final plat application_venado unit 4 -signed
(upload as signed notarized authorization
form).pdf**

**Statement of the intent of the developer to
provide parkland dedication in accordance with
the requirements of this UDC or to pay fees in
lieu of parkland dedication.**

8. parkland dedication letter.pdf



You can complete this application and view updates online at [MGO Connect](#)

640 N Walnut Avenue
Suite 1101
New Braunfels, TX 78130
Main: 877 627 3772
colliersengineering.com



August 6, 2025

City of Cibolo
Attn: Planning Department
200 S Main St.
Cibolo, TX 78108

Re: Final Plat Project Letter
Venado Crossing Unit 4

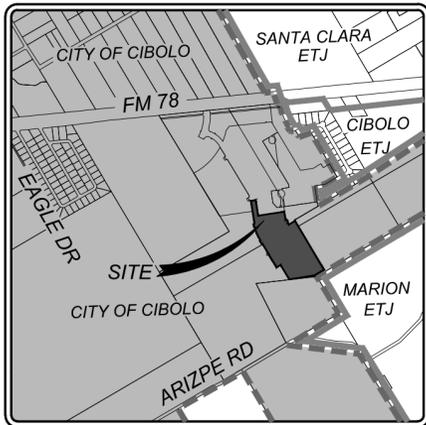
To Whom It May Concern,

The Venado Crossing Unit 4 subdivision is part of the overall Venado Crossing Planned Unit Development. It is zoned SF-3 PUD and is planned for 61-lots that are typically 60'x120'. The total area of Unit 4 is 16.97-acres and is located just south of Unit 3. In accordance with the master plan, park land was dedicated with Unit 1. Storm water detention mitigation was done with Units 1 and 2 that account for this unit being developed. Also, Unit 1 extended a city sewer main through this unit to a new city-owned lift station adjacent to Unit 4. The site is served water by GVSUD, and new mains will be extended throughout the unit. There are no waivers requested for this unit.

Sincerely,
KFW Engineers

A handwritten signature in black ink, appearing to read "Wayne Flores". The signature is fluid and cursive, written over a light gray rectangular background.

Wayne Flores, P.E.
Senior Project Manager



LOCATION MAP
SCALE : 1" = 2000'

LEGEND

- S.I.R. = SET 1/2" IRON ROD WITH BLUE CAP STAMPED "KFW SURVEYING"
- F.I.R. = FOUND 1/2" IRON ROD OR AS NOTED
- R.O.W. = RIGHT - OF - WAY
- D.P.R. = OFFICIAL PUBLIC RECORDS OF GUADALUPE COUNTY TEXAS
- O.P.R. = OFFICIAL PUBLIC RECORDS OF GUADALUPE COUNTY TEXAS
- VOL. = VOLUME
- PG. = PAGE
- CL = CENTERLINE

SURVEYOR NOTES:

1. 1/2" DIAMETER REBAR WITH A BLUE PLASTIC CAP STAMPED "KFW SURVEYING" SET AT ALL CORNERS UNLESS NOTED OTHERWISE.
2. BEARINGS ARE BASED ON THE STATE PLANE COORDINATE SYSTEM ESTABLISHED FOR THE TEXAS SOUTH CENTRAL ZONE 4204, NORTH AMERICAN DATUM (NAD) OF 1983.
3. THE COORDINATES SHOWN HEREON ARE GRID WITH A COMBINED SCALE FACTOR OF 1.000156.
4. THE ELEVATIONS FOR THIS SURVEY ARE BASED ON NAVD88 (GEOID 09)

THIS PLAT OF VENADO CROSSING SUBDIVISION UNIT 4 HAS BEEN SUBMITTED TO AND CONSIDERED BY THE PLANNING AND ZONING COMMISSION OF THE CITY OF CIBOLO, TEXAS, AND IS HEREBY APPROVED BY SUCH COMMISSION.

DATED THIS _____ DAY OF _____,

BY: _____ (CHAIR)

BY: _____ (VICE CHAIR)

THIS PLAT OF VENADO CROSSING SUBDIVISION UNIT 4 HAS BEEN SUBMITTED TO AND CONSIDERED BY THE CITY COUNCIL OF THE CITY OF CIBOLO, TEXAS, AND IS HEREBY APPROVED BY SUCH CITY COUNCIL.

DATED THIS _____ DAY OF _____,

BY: _____ (MAYOR)

BY: _____ (CITY SECRETARY)

STATE OF TEXAS §
COUNTY OF GUADALUPE §

I HEREBY CERTIFY THAT THIS PLAT IS TRUE AND CORRECT AND WAS PREPARED FROM AN ACTUAL SURVEY OF THE PROPERTY MADE ON THE GROUND UNDER MY SUPERVISION.

TERESA A. SEIDEL
REGISTERED PROFESSIONAL LAND SURVEYOR NO. 5672
KFW SURVEYING, LLC
3421 PAESANOS PKWY., SUITE 101
SAN ANTONIO, TEXAS 78231
PHONE: 210-979-8444
FAX: 210-979-0499

SWORN TO AND SUBSCRIBED BEFORE ME THIS THE _____ DAY OF _____

NOTARY PUBLIC IN AND FOR THE STATE OF TEXAS

STATE OF TEXAS §
COUNTY OF GUADALUPE §

I HEREBY CERTIFY THAT PROPER ENGINEERING CONSIDERATION HAS BEEN GIVEN THIS PLAT TO THE MATTERS OF STREETS, LOTS, AND DRAINAGE LAYOUT. TO THE BEST OF MY KNOWLEDGE THIS PLAT CONFORMS TO ALL REQUIREMENTS OF THE SUBDIVISION REGULATIONS OF THE UNITED DEVELOPMENT CODE, EXCEPT FOR THOSE VARIANCES GRANTED BY THE CITY COUNCIL OF THE CITY OF CIBOLO.

LICENSED PROFESSIONAL ENGINEER

SWORN TO AND SUBSCRIBED BEFORE ME THIS THE _____ DAY OF _____

NOTARY PUBLIC IN AND FOR THE STATE OF TEXAS

NOTES:

1. NO STRUCTURE, FENCES, WALLS OR OTHER OBSTRUCTIONS THAT IMPEDE DRAINAGE SHALL BE PLACED WITHIN THE LIMITS OF THE DRAINAGE EASEMENTS SHOWN ON THIS PLAT. NO LANDSCAPING OR OTHER TYPE OF MODIFICATIONS WHICH ALTER THE CROSS-SECTIONS OF THE DRAINAGE EASEMENT, AS APPROVED, SHALL BE ALLOWED WITHOUT THE APPROVAL OF THE DIRECTOR OF PUBLIC WORKS. THE CITY OF CIBOLO AND DRAINAGE COUNTY SHALL HAVE THE RIGHT TO INGRESS AND EGRESS OVER GRANITOR'S ADJACENT PROPERTY TO REMOVE ANY IMPEDING OBSTRUCTIONS PLACED WITHIN THE LIMITS OF SAID DRAINAGE EASEMENTS AND TO MAKE ANY MODIFICATIONS OR IMPROVEMENTS WITHIN SAID DRAINAGE EASEMENTS.
2. RESIDENTIAL FINISHED FLOOR ELEVATIONS MUST BE A MINIMUM OF EIGHT (8) INCHES ABOVE FINISHED ADJACENT GRADE.
3. SELLING A PORTION OF THIS ADDITION BY METES AND BOUNDS IS A VIOLATION OF THE UNIFIED DEVELOPMENT CODE OF THE CITY OF CIBOLO AND STATE PLATTING STATUTES AND IS SUBJECT TO FINES AND WITHDRAWAL OF UTILITIES AND BUILDING PERMITS.
4. PLAT APPROVAL SHALL NOT BE DEEMED TO OR PRESUMED TO GIVE AUTHORITY TO VIOLATE, NULLIFY, VOID, OR CANCEL ANY PROVISIONS OF LOCAL, STATE, OR FEDERAL LAWS, ORDINANCES, OR CODES.
5. THE APPLICANT IS RESPONSIBLE FOR SECURING ANY FEDERAL PERMITS THAT MAY BE NECESSARY AS THE RESULT OF PROPOSED DEVELOPMENT ACTIVITY. THE CITY OF CIBOLO IS NOT RESPONSIBLE FOR DETERMINING THE NEED FOR, OR ENSURING COMPLIANCE WITH ANY FEDERAL PERMIT.
6. APPROVAL OF THIS PLAT DOES NOT CONSTITUTE A VERIFICATION OF ALL DATA, INFORMATION AND CALCULATIONS SUPPLIED BY THE APPLICANT. THE ENGINEER OF RECORD OR REGISTERED PUBLIC LAND SURVEYOR IS SOLELY RESPONSIBLE FOR THE COMPLETENESS, ACCURACY AND ADEQUACY OF HIS/HER SUBMITTAL WHETHER OR NOT THE APPLICATION IS REVIEWED FOR CODE COMPLIANCE BY THE CITY ENGINEERS.
7. ALL RESPONSIBILITY FOR THE ADEQUACY OF THIS PLAT REMAINS WITH THE ENGINEER OR SURVEYOR WHO PREPARED THEM. IN APPROVING THESE PLANS, THE CITY OF CIBOLO MUST RELY ON THE ADEQUACY OF THE WORK OF THE ENGINEER AND/OR SURVEYOR OF RECORD.
8. ROUTINE MAINTENANCE OF WEEDS AND GRASS IN ALL EASEMENTS SHALL BE THE RESPONSIBILITY OF THE PROPERTY OWNER. HOA, OR PROPERTY OWNER ASSOCIATION ON WHICH THE EASEMENTS ARE LOCATED IN ACCORDANCE WITH CITY OF CIBOLO CODE OF ORDINANCES PROVISIONS FOR HIGH WEEDS AND GRASS.
9. A GEOTECHNICAL REPORT DEMONSTRATING COMPLIANCE WITH ALL RECOMMENDED PRACTICE FOR THE DESIGN OF RESIDENTIAL FOUNDATIONS, VERSION 1 STANDARDS OF THE TEXAS SECTION OF THE AMERICAN SOCIETY OF CIVIL ENGINEERS, THE GEOTECHNICAL STANDARDS OF THE CITY OF CIBOLO UDC AND THE CITY OF CIBOLO BUILDING CODE, EACH OF WHICH AS MAY BE AMENDED, PRIOR TO THE ISSUANCE OF A BUILDING PERMIT.
10. THE PROPERTY SHOWN HEREON LIES WITHIN THE CITY OF CIBOLO.
11. THE PROPERTY SHOWN HEREON IS NOT LOCATED OVER THE EDWARDS AQUIFER RECHARGE ZONE.
12. THE PROPERTY SHOWN HEREON IS LOCATED INSIDE SCHERTZ-CIBOLO UNIVERSAL CITY AND MARION INDEPENDENT SCHOOL DISTRICT.
 - a) BLOCK 10 LOTS 11-21 ARE IN THE MARION INDEPENDENT SCHOOL DISTRICT
 - b) ALL OTHER LOTS ARE IN SCHERTZ-CIBOLO UNIVERSAL CITY INDEPENDENT SCHOOL DISTRICT.
13. ALL PROPOSED STREETS WILL BE DEDICATED TO THE PUBLIC AND MAINTAINED BY THE CITY OF CIBOLO.
14. THE PROPERTY SHOWN HEREON WILL HAVE UTILITIES PROVIDED BY THE FOLLOWING:
 - WATER - GVUSD
 - SEWER - CITY OF CIBOLO
 - ELECTRICITY - G.V.E.C.
15. NO PORTION OF THE PROPERTY EXCEPT SHOWN HEREON IS LOCATED WITHIN A 100-YEAR FLOOD BOUNDARY AS DEFINED BY FLOOD INSURANCE RATE MAP GUADALUPE COUNTY, TEXAS COMMUNITY PANEL NUMBER 48187C 0240F AND 245F, REVISED NOVEMBER 2, 2007.
16. THIS PLAT DOES NOT AMEND, ALTER, RELEASE OR OTHERWISE AFFECT ANY EXISTING ELECTRIC, GAS, WATER, SEWER, DRAINAGE, TELEPHONE, CABLE EASEMENTS OR ANY OTHER EASEMENTS FOR UTILITIES UNLESS THE CHANGES TO SUCH EASEMENTS ARE DESCRIBED ABOVE.
17. THE CITY OF CIBOLO RESERVES THE RIGHT TO RENAME STREETS AND/OR CHANGE HOUSE NUMBER DUE TO INCOMPATIBILITY WITH EXISTING NAME LAYOUT, EMERGENCY VEHICLE RESPONSE, AND MAIL DELIVERY.
18. LOTS IN THIS SUBDIVISION PLAT INCLUDE DRAINAGE EASEMENTS AND GREENBELTS. LOTS 900, 901 & 902 ARE DELINEATED AS A DRAINAGE EASEMENT.
19. THIS PLAT CONTAINS APPROXIMATELY 5,475 L.F. OF ROADWAY.
20. AREAS WITHIN THIS PLAT ARE ZONED PLANNED UNIT DEVELOPMENT (PUD) PER ORDINANCE # 1118 AND AMENDING ORDINANCE # 1197.
21. IN ACCORDANCE WITH THE CIBOLO UDC, APPROXIMATELY 11.77 ACRES OF PARKLAND DEDICATION IS REQUIRED FOR THE OVERALL VENADO CROSSING SUBDIVISION. NO PARKLAND WILL BE PROVIDED WITH THIS UNIT (UNIT 4). FUTURE UNITS WILL INCLUDE PARKLAND DEDICATION WITH LINEAR PARKS AND IMPROVEMENTS TO SATISFY THE TOTAL PARKLAND REQUIREMENTS.
22. THREE (3) BLOCKS WITH 61 RESIDENTIAL LOTS, THREE (3) OPEN SPACE / DRAINAGE LOTS (LOT 900, 901, & 902).

DRAINAGE AND FLOODWAY EASEMENT NOTE

THIS PLAT IS HEREBY ADOPTED BY THE OWNERS (CALLED "OWNERS") AND APPROVED BY THE CITY OF CIBOLO, (CALLED "CITY") SUBJECT TO THE FOLLOWING CONDITIONS WHICH SHALL BE BINDING UPON THE OWNERS, THEIR HEIRS, GRANTEES, SUCCESSORS, AND ASSIGNS: THE DRAINAGE AND FLOODWAY EASEMENT AS SHOWN AND DESCRIBED BY BEARINGS AND DISTANCES ON LOT 902, BLOCK 10, OF THE PLAT IS CALLED "DRAINAGE AND FLOODWAY EASEMENT." THE DRAINAGE AND FLOODWAY EASEMENT IS HEREBY RESERVED FOR THE PUBLIC'S USE FOREVER, BUT INCLUDING THE FOLLOWING COVENANTS WITH REGARD TO MAINTENANCE RESPONSIBILITIES. THE EXISTING CREEK OR CREEKS TRAVERSING THE DRAINAGE AND FLOODWAY EASEMENT WILL REMAIN AS AN OPEN CHANNEL AT ALL TIMES AND SHALL BE MAINTAINED BY THE INDIVIDUAL OWNERS OF THE LOT OR LOTS THAT ARE TRAVERSED BY OR ADJACENT TO THE DRAINAGE AND FLOODWAY EASEMENT. THE CITY WILL NOT BE RESPONSIBLE FOR THE MAINTENANCE AND OPERATION OF SAID CREEK OR CREEKS OR FOR ANY DAMAGE OR INJURY TO PRIVATE PROPERTY OR PERSON THAT RESULTS FROM THE FLOW OF WATER ALONG SAID CREEK, OR FOR THE CONTROL OF EROSION. NO OBSTRUCTION TO THE NATURAL FLOW OF STORM WATER RUN-OFF SHALL BE PERMITTED BY CONSTRUCTION OF ANY TYPE OF BUILDING, FENCE, OR ANY OTHER STRUCTURE WITHIN THE DRAINAGE AND FLOODWAY EASEMENT. PROVIDED, HOWEVER, IT IS UNDERSTOOD THAT IN THE EVENT IT BECOMES NECESSARY FOR THE CITY TO CHANNELIZE OR CONSIDER ERECTING ANY TYPE OF DRAINAGE STRUCTURE IN ORDER TO IMPROVE THE STORM DRAINAGE, THEN IN SUCH EVENT, THE CITY SHALL HAVE THE RIGHT, BUT NOT THE OBLIGATION, TO ENTER UPON THE DRAINAGE AND FLOODWAY EASEMENT AT ANY POINT, OR POINTS, WITH ALL RIGHTS OF INGRESS AND EGRESS, TO INVESTIGATE, SURVEY, ERECT, CONSTRUCT, OR MAINTAIN ANY DRAINAGE FACILITY DEEMED NECESSARY BY THE CITY FOR DRAINAGE PURPOSES. EACH PROPERTY OWNER SHALL KEEP THE NATURAL DRAINAGE CHANNELS AND CREEKS TRAVERSING THE DRAINAGE AND FLOODWAY EASEMENT ADJACENT TO HIS PROPERTY CLEAN AND FREE OF DEBRIS, SILT, AND ANY SUBSTANCE WHICH WOULD RESULT IN UNSANITARY CONDITIONS OR OBSTRUCT THE FLOW OF WATER, AND THE CITY OF CIBOLO SHALL HAVE THE RIGHT OF INGRESS AND EGRESS FOR THE PURPOSE OF INSPECTION AND SUPERVISION OF MAINTENANCE WORK BY THE PROPERTY OWNER TO ALLEVIATE ANY UNDESIRABLE CONDITIONS WHICH MAY OCCUR. THE NATURAL DRAINAGE CHANNELS AND CREEKS THROUGH THE DRAINAGE AND FLOODWAY EASEMENT, AS IN THE CASE OF ALL NATURAL CHANNELS, ARE SUBJECT TO STORM WATER OVERFLOW AND NATURAL BANK EROSION TO AN EXTENT WHICH CANNOT BE DEFINITELY DEFINED. THE CITY SHALL NOT BE HELD LIABLE FOR ANY DAMAGES OR INJURIES OF ANY NATURE RESULTING FROM THE OCCURRENCE OF THESE NATURAL PHENOMENA, NOR RESULTING FROM THE FAILURE OF ANY STRUCTURE OR STRUCTURES, WITHIN THE NATURAL DRAINAGE CHANNELS, AND THE OWNERS HEREBY AGREE TO INDEMNIFY AND HOLD HARMLESS THE CITY FROM ANY SUCH DAMAGES AND INJURIES. BUILDING AREAS OUTSIDE THE DRAINAGE AND FLOODWAY EASEMENT LINE SHALL BE FILLED TO A MINIMUM ELEVATION AS SHOWN ON THE PLAT. THE MINIMUM FLOOR ELEVATION FOR EACH LOT SHALL BE AS SHOWN ON THE PLAT.

DEDICATION STATEMENT

NOW, THEREFORE, KNOW ALL MEN BY THESE PRESENTS:

THAT _____ ACTING HEREIN BY AND THROUGH ITS DULY AUTHORIZED OFFICERS, DOES HEREBY ADOPT THIS PLAT DESIGNATING THE HEREIN ABOVE DESCRIBED PROPERTY AS _____ AN ADDITION TO THE CITY OF CIBOLO, TEXAS, AND DOES HEREBY DEDICATE, IN FEE SIMPLE, TO THE PUBLIC USE FOREVER, THE STREETS, ALLEYS AND PUBLIC PARKLAND SHOWN THEREON. THE STREETS, ALLEYS AND PARKLAND ARE DEDICATED FOR STREET PURPOSES. THE EASEMENTS AND PUBLIC USE AREAS, AS SHOWN, ARE DEDICATED FOR THE PUBLIC USE FOREVER, OR THE PURPOSES INDICATED ON THIS PLAT. NO BUILDINGS, FENCES, TREES, SHRUBS, OR OTHER IMPROVEMENTS OR GROWTHS SHALL BE CONSTRUCTED OR PLACED UPON, OVER, OR ACROSS THE EASEMENTS AS SHOWN, EXCEPT THAT LANDSCAPE IMPROVEMENTS MAY BE PLACED IN LANDSCAPE EASEMENTS, IF APPROVED BY THE CITY OF CIBOLO. IN ADDITION, UTILITY EASEMENTS MAY ALSO BE USED FOR THE MUTUAL USE AND ACCOMMODATION OF ALL PUBLIC UTILITIES DESIRING TO USE OR USING THE SAME UNLESS THE EASEMENT LIMITS THE USE TO PARTICULAR UTILITIES. SAID USE BY PUBLIC UTILITIES BEING SUBORDINATE TO THE PUBLIC'S AND CITY OF CIBOLO'S USE THEREOF. THE CITY OF CIBOLO AND PUBLIC UTILITY ENTITIES SHALL HAVE THE RIGHT TO REMOVE AND KEEP REMOVED ALL OR PARTS OF ANY BUILDINGS, FENCES, TREES, SHRUBS, OR OTHER IMPROVEMENTS OR GROWTHS WHICH MAY IN ANY WAY ENDANGER OR INTERFERE WITH THE CONSTRUCTION, MAINTENANCE, OR OPERATION OF THEIR RESPECTIVE SYSTEMS IN SAID EASEMENTS. THE CITY OF CIBOLO AND PUBLIC UTILITY ENTITIES SHALL AT ALL TIMES HAVE THE FULL RIGHT OF INGRESS AND EGRESS TO OR FROM THEIR RESPECTIVE EASEMENTS FOR THE PURPOSE OF CONSTRUCTING, RECONSTRUCTING, INSPECTING, PATROLLING, MAINTAINING, READING METERS, AND ADDING TO OR REMOVING ALL OR PARTS OF THEIR RESPECTIVE SYSTEMS WITHOUT THE NECESSITY AT ANY TIME OF PROCURING PERMISSION FROM ANYONE.

KEYNOTES

- ① 10' ELECTRIC, GAS, TELEPHONE, & CABLE T.V. EASEMENT
- ② 25' BUILDING SETBACK LINE
- ③ 12.5' BUILDING SETBACK LINE
- ④ 1' VEHICULAR NON-ACCESS EASEMENT
- ⑤ 35' DRAINAGE EASEMENT
- ⑥ 50' X 10' ELEC., GAS, TELE., CATV., WATER, SAN. SEWER & DRAINAGE EASEMENT. (TO EXPIRE UPON INCORPORATION INTO PLATTED R.O.W.)
- ⑦ 60' X 10' ELEC., GAS, TELE., CATV., WATER, SAN. SEWER & DRAINAGE EASEMENT. (TO EXPIRE UPON INCORPORATION INTO PLATTED R.O.W.)
- ⑧ 80' X 10' ELEC., GAS, TELE., CATV., WATER, SAN. SEWER & DRAINAGE EASEMENT. (TO EXPIRE UPON INCORPORATION INTO PLATTED R.O.W.)
- ⑨ 25.5' BUILDING SETBACK LINE
- ⑩ VARIABLE WIDTH SANITARY SEWER EASEMENT
- ⑪ VARIABLE WIDTH DRAINAGE EASEMENT
- ⑫ 20' X 20' ELECTRIC, GAS, TELEPHONE, & CABLE T.V. EASEMENT
- ⑬ 5' ELECTRIC, GAS, TELEPHONE, & CABLE T.V. EASEMENT
- ⑭ 28' BUILDING SETBACK LINE
- ⑮ 27.5' BUILDING SETBACK LINE
- ⑯ 10' ELECTRIC, GAS, TELEPHONE, & CABLE T.V. EASEMENT (VENADO CROSSING SUBDIVISION UNIT 1 DOC.# 201999024583 O.P.R.)
- ⑰ 1' VEHICULAR NON-ACCESS EASEMENT (VENADO CROSSING SUBDIVISION UNIT 2 DOC.# 202399009558 O.P.R.)
- ⑱ OFF-LOT 10' ELECTRIC, GAS, TELEPHONE, & CABLE T.V. EASEMENT (VENADO CROSSING SUBDIVISION UNIT 1 DOC.# 201999024583 O.P.R.)
- ⑲ 15' SANITARY SEWER EASEMENT (VENADO CROSSING SUBDIVISION UNIT 1 DOC.# 201999024583 O.P.R.)
- ⑳ VARIABLE WIDTH DRAINAGE & INGRESS/EGRESS EASEMENT (VENADO CROSSING SUBDIVISION UNIT 1 DOC.# 201999024583 O.P.R.)
- ㉑ 20' X 20' ELECTRIC, GAS, TELEPHONE, & CABLE T.V. EASEMENT (VENADO CROSSING SUBDIVISION UNIT 1 DOC.# 201999024583 O.P.R.)
- ㉒ 30' WATERLINE EASEMENT (VOL. 1626, PG. 800 O.P.R.)
- ㉓ 12' DRAINAGE EASEMENT (VENADO CROSSING SUBDIVISION UNIT 3 DOC.# 202199015113 O.P.R.)
- ㉔ 10' ELECTRIC, GAS, TELEPHONE, & CABLE T.V. EASEMENT (VENADO CROSSING SUBDIVISION UNIT 1 DOC.# 201999024583 O.P.R.)
- ㉕ 1' VEHICULAR NON-ACCESS EASEMENT (VENADO CROSSING SUBDIVISION UNIT 1 DOC.# 201999024583 O.P.R.)
- ㉖ 10' ELECTRIC, GAS, TELEPHONE, & CABLE T.V. EASEMENT (VENADO CROSSING SUBDIVISION UNIT 1 DOC.# 201999024583 O.P.R.)
- ㉗ 10' ELECTRIC, GAS, TELEPHONE, & CABLE T.V. EASEMENT (DOC. NO. _____ O.P.R.)
- ㉘ VARIABLE WIDTH OFF-LOT DRAINAGE EASEMENT (VENADO CROSSING SUBDIVISION UNIT 2 DOC.# 202399009558 O.P.R.)

LINE TABLE			CURVE TABLE						
LINE	LENGTH	BEARING	CURVE	LENGTH	RADIUS	TANGENT	DELTA	CHORD	CHORD BEARING
L1	80.00'	S59°24'28"W	C1	27.89'	446.00'	13.95'	3°34'59"	27.89'	S10°10'24"E
L2	60.00'	N30°35'32"W	C2	72.45'	50.00'	44.25'	83°01'07"	66.27'	S35°53'58"E
L3	50.00'	N9°02'58"W	C3	9.48'	15.00'	4.90'	36°12'08"	9.32'	S12°29'28"E
L4	10.00'	N30°35'32"W	C4	23.56'	15.00'	15.00'	90°00'00"	21.21'	N75°35'32"W
L5	80.00'	S59°24'28"W	C5	23.56'	15.00'	15.00'	90°00'00"	21.21'	N14°24'28"E
L6	10.00'	N30°35'32"W	C6	147.21'	440.00'	74.30'	19°10'08"	146.52'	N21°00'28"W
L7	10.00'	S59°24'28"W	C7	22.77'	15.00'	14.22'	86°57'30"	20.64'	N54°54'09"W
L8	60.00'	N30°35'32"W	C8	23.50'	15.00'	14.94'	89°46'39"	21.17'	N36°30'25"E
L9	10.00'	N59°24'28"E	C9	22.89'	366.00'	11.45'	3°34'59"	22.88'	N10°10'24"W
L10	10.00'	S81°37'06"W	C10	128.37'	50.00'	169.36'	147°06'14"	95.91'	S67°56'32"E
L11	50.00'	N9°02'58"W	C11	11.90'	15.00'	6.28'	45°26'28"	11.59'	S53°18'38"E
L12	10.00'	N81°37'03"E	C12	176.87'	50.00'	249.30'	202°40'53"	98.05'	S25°18'43"W
L13	9.41'	S8°22'54"E	C13	11.90'	15.00'	6.28'	45°26'28"	11.59'	N76°04'05"W
L14	9.41'	N8°22'54"W	C14	11.00'	15.00'	5.76'	42°01'52"	10.76'	S80°11'45"W
L15	12.12'	N9°12'40"E	C15	132.87'	50.00'	202.48'	152°15'31"	97.08'	N64°41'25"W
L16	7.76'	S59°24'28"W	C16	11.00'	15.00'	5.76'	42°01'52"	10.76'	N9°34'36"W
L17	13.47'	S59°24'28"W	C17	23.56'	15.00'	15.00'	90°00'00"	21.21'	N75°35'32"W
L18	29.59'	N15°15'17"E	C18	23.56'	15.00'	15.00'	90°00'00"	21.21'	S14°24'28"W
L19	20.00'	S59°24'28"W	C19	24.61'	15.00'	16.09'	94°00'46"	21.94'	N34°36'43"E
L20	20.00'	N30°35'32"W	C20	23.56'	15.00'	15.00'	90°00'00"	21.21'	N53°22'54"W
L21	10.00'	N59°24'28"E							
L22	76.88'	N30°35'32"W							
L23	111.03'	N30°35'32"W							
L24	10.00'	N81°40'48"E							
L25	151.23'	N8°22'54"W							

LINE TABLE			CURVE TABLE						
LINE	LENGTH	BEARING	CURVE	LENGTH	RADIUS	TANGENT	DELTA	CHORD	CHORD BEARING
C21	48.46'	125.00'	24.54'	22°12'38"	48.15'	S19°29'13"E			
C22	23.56'	15.00'	15.00'	90°00'00"	21.21'	S14°24'28"W			
C23	23.56'	15.00'	15.00'	90°00'00"	21.21'	N75°35'32"W			
C24	114.34'	360.00'	57.66'	18°11'52"	113.86'	N21°29'36"W			
C25	23.56'	15.00'	15.00'	90°00'00"	21.21'	N36°37'06"E			
C26	17.75'	15.00'	10.08'	67°47'22"	16.73'	S64°29'13"E			
C27	29.27'	15.00'	22.16'	111°48'13"	24.84'	S25°18'34"W			
C28	17.85'	15.00'	10.16'	68°11'46"	16.82'	N64°41'25"W			
C29	29.07'	75.00'	14.72'	22°12'38"	28.89'	N19°29'13"W			
C30	23.56'	15.00'	15.00'	90°00'00"	21.21'	S53°22'54"E			
C31	11.29'	15.00'	5.89'	43°06'45"	11.02'	N60°03'44"E			
C32	55.93'	50.00'	31.30'	64°05'08"	53.06'	S70°32'55"W			
C33	5.10'	15.00'	2.57'	19°28'16"	5.07'	S69°08'36"W			
C34	5.10'	15.00'	2.57'	19°28'16"	5.07'	N49°40'20"E			
C35	164.62'	450.00'	83.24'	20°57'35"	163.70'	N20°06'45"W			
C36	4.54'	15.00'	2.28'	17°19'21"	4.52'	N89°43'14"W			
C37	5.04'	15.00'	2.54'	19°14'55"	5.02'	N71°46'17"E			

PLAT NOTES APPLY TO EVERY PAGE OF THIS MULTIPLE PAGE PLAT.

THIS PROPOSED DEVELOPMENT HAS BEEN REVIEWED AND APPROVED BY THE CIBOLO CREEK MUNICIPAL AUTHORITY (C.C.M.A.) FOR WASTEWATER TREATMENT PLANT CAPACITY AND EASEMENTS. ALL FEES DUE FOR IMPACT TO THE SYSTEM AT THE TIME OF CONNECTION WILL BE CALCULATED AT SUBMITTAL OF BUILDING PERMIT APPLICATION.

AGENT FOR CIBOLO CREEK MUNICIPAL AUTHORITY

THIS LAND DEVELOPMENT PLAT HAS BEEN SUBMITTED TO AND APPROVED BY GREEN VALLEY SPECIAL UTILITY DISTRICT FOR EASEMENTS. UPON REQUEST OF THE CUSTOMER AND PAYMENT OF THE REQUIRED FEES, THE DISTRICT WILL PROVIDE DOMESTIC WATER SERVICE TO EACH LOT IN THIS SUBDIVISION, BY AGREEMENT WITH DEVELOPER.

AGENT GREEN VALLEY SPECIAL UTILITY DISTRICT

GUADALUPE VALLEY ELECTRIC COOPERATIVE (GVEC) NOTES:

- 1) GVEC WILL POSSESS A 5-FOOT WIDE EASEMENT TO THE SERVICE METER LOCATION. EASEMENT TO FOLLOW SERVICE LINE AND WILL VARY DEPENDING ON LOCATION OF BUILDING OR STRUCTURE.
- 2) GVEC SHALL HAVE ACCESS TO METER LOCATIONS FROM THE FRONT YARD WITH THE LOCATION NOT BEING WITHIN A FENCED AREA.
- 3) ANY EASEMENT DESIGNATED AS A GVEC 20' X 20' UTILITY EASEMENT SHALL REMAIN OPEN FOR ACCESS AT ALL TIMES AND SHALL NOT BE WITHIN A FENCED AREA.
- 4) ALL UTILITY EASEMENTS ARE FOR THE CONSTRUCTION, MAINTENANCE (INCLUDING BUT NOT LIMITED TO REMOVAL OF TREES AND OTHER OBSTRUCTIONS), READING OF METERS, AND REPAIR OF ALL OVERHEAD AND UNDERGROUND UTILITIES.
- 5) ALL ELECTRIC EASEMENTS, FOR BOTH PRIMARY AND SECONDARY ELECTRIC SERVICE, INCLUDE RIGHTS OF INGRESS AND EGRESS ACROSS THE SUBDIVISION FOR THE PURPOSE OF INSTALLING, SERVICING, AND MAINTAINING THE ELECTRICAL FACILITIES.
- 6) ANY REQUEST TO SUBSEQUENTLY RELOCATE ANY PORTION OF THE ELECTRIC FACILITIES INSTALLED SHALL BE SUBJECT TO THE COOPERATIVE'S REASONABLE DISCRETION AND THE REQUESTING PARTY SHALL BEAR ALL COSTS ASSOCIATED WITH SUCH RELOCATION.
- 7) THE COOPERATIVE SHALL ONLY BE REQUIRED TO FILL, GRADE, AND RESTORE GROUND COVER BACK TO ORIGINAL GRADE AS A RESULT OF ANY EXCAVATION BY OR ON BEHALF OF THE COOPERATIVE.

THIS SUBDIVISION PLAT OF VENADO CROSSING UNIT 4 SUBMITTED TO AND APPROVED BY GUADALUPE VALLEY ELECTRIC COOPERATIVE, INC. FOR EASEMENTS.

AGENT FOR GUADALUPE VALLEY ELECTRIC COOP., INC.

STATE OF TEXAS §
COUNTY OF GUADALUPE §

THE OWNER OF LAND SHOWN ON THIS PLAT, IN PERSON OR THROUGH A DULY AUTHORIZED AGENT, DEDICATES TO THE USE OF THE PUBLIC FOREVER ALL STREETS, ALLEYS, PARKS, WATERCOURSES, DRAINS, EASEMENTS AND PUBLIC PLACES THEREON SHOWN FOR THE PURPOSE AND CONSIDERATION THEREIN EXPRESSED.

OWNER:
HDC VENADO CROSSING, LLC
45 ME LOOP 410, SUITE 225
SAN ANTONIO, TX 78216
PHONE: (210) 838-6784

DULY AUTHORIZED AGENT

STATE OF TEXAS §
COUNTY OF GUADALUPE §

BEFORE ME, THE UNDERSIGNED AUTHORITY ON THIS DAY PERSONALLY APPEARED _____ KNOWN TO ME TO BE THE PERSON WHOSE NAME IS SUBSCRIBED TO THE FOREGOING INSTRUMENT, AND ACKNOWLEDGED TO ME THAT HE/SHE EXECUTED THE SAME FOR THE PURPOSES AND CONSIDERATIONS THEREIN EXPRESSED AND IN THE CAPACITY THEREIN STATED. GIVEN UNDER MY HAND AND SEAL OF OFFICE

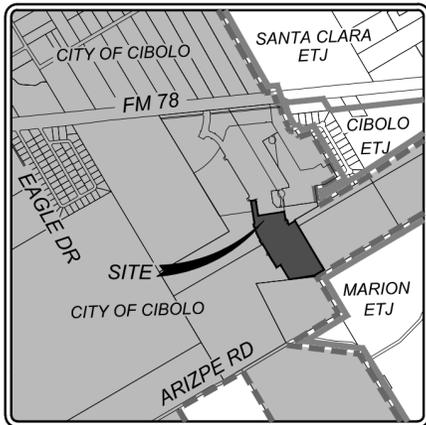
THIS _____ DAY OF _____ A.D. _____

NOTARY PUBLIC STATE OF TEXAS

CERTIFICATE OF APPROVAL BY CITY ENGINEER

APPROVED ON THIS THE _____ DAY OF _____, 20____, BY THE CITY ENGINEER, CITY OF CIBOLO, TEXAS.

CITY ENGINEER, CITY OF CIBOLO



LOCATION MAP
SCALE: 1" = 2000'

KEYNOTES

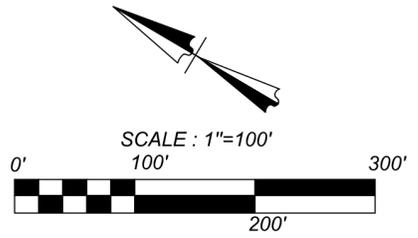
- | | |
|---|--|
| ① 10' ELECTRIC, GAS, TELEPHONE, & CABLE T.V. EASEMENT | ① 10' ELECTRIC, GAS, TELEPHONE, & CABLE T.V. EASEMENT (VENADO CROSSING SUBDIVISION UNIT 1 DOC.# 201999024583 O.P.R.) |
| ② 25' BUILDING SETBACK LINE | ② 1' VEHICULAR NON-ACCESS EASEMENT (VENADO CROSSING SUBDIVISION UNIT 2 DOC.# 202399009558 O.P.R.) |
| ③ 12.5' BUILDING SETBACK LINE | ③ OFF-LOT 10' ELECTRIC, GAS, TELEPHONE, & CABLE T.V. EASEMENT (VENADO CROSSING SUBDIVISION UNIT 1 DOC.# 201999024583 O.P.R.) |
| ④ 1' VEHICULAR NON-ACCESS EASEMENT | ④ 15' SANITARY SEWER EASEMENT (VENADO CROSSING SUBDIVISION UNIT 1 DOC.# 201999024583 O.P.R.) |
| ⑤ 35' DRAINAGE EASEMENT | ⑤ VARIABLE WIDTH DRAINAGE & INGRESS/EGRESS EASEMENT (VENADO CROSSING SUBDIVISION UNIT 1 DOC.# 201999024583 O.P.R.) |
| ⑥ 50' X 10' ELEC. GAS, TELE. CATV, WATER, SAN SEWER & DRAINAGE EASEMENT, (TO EXPIRE UPON INCORPORATION INTO PLATTED R.O.W.) | ⑥ 20' X 20' ELECTRIC, GAS, TELEPHONE, & CABLE T.V. EASEMENT (VENADO CROSSING SUBDIVISION UNIT 1 DOC.# 201999024583 O.P.R.) |
| ⑦ 60' X 10' ELEC. GAS, TELE. CATV, WATER, SAN SEWER & DRAINAGE EASEMENT, (TO EXPIRE UPON INCORPORATION INTO PLATTED R.O.W.) | ⑦ 30' WATERLINE EASEMENT (VOL. 1626, PG. 800 O.P.R.) |
| ⑧ 80' X 10' ELEC. GAS, TELE. CATV, WATER, SAN SEWER & DRAINAGE EASEMENT, (TO EXPIRE UPON INCORPORATION INTO PLATTED R.O.W.) | ⑧ 12' DRAINAGE EASEMENT (VENADO CROSSING SUBDIVISION UNIT 3 DOC.# 202199015113 O.P.R.) |
| ⑨ 25.5' BUILDING SETBACK LINE | ⑨ 10' ELECTRIC, GAS, TELEPHONE, & CABLE T.V. EASEMENT (VENADO CROSSING SUBDIVISION UNIT 1 DOC.# 201999024583 O.P.R.) |
| ⑩ VARIABLE WIDTH SANITARY SEWER EASEMENT | ⑩ 1' VEHICULAR NON-ACCESS EASEMENT (VENADO CROSSING SUBDIVISION UNIT 1 DOC.# 201999024583 O.P.R.) |
| ⑪ VARIABLE WIDTH DRAINAGE EASEMENT | ⑪ 10' ELECTRIC, GAS, TELEPHONE, & CABLE T.V. EASEMENT (VENADO CROSSING SUBDIVISION UNIT 1 DOC.# 201999024583 O.P.R.) |
| ⑫ 20'X20' ELECTRIC, GAS, TELEPHONE, & CABLE T.V. EASEMENT | ⑫ 10' ELECTRIC, GAS, TELEPHONE, & CABLE T.V. EASEMENT (DOC. NO. _____) |
| ⑬ 5' ELECTRIC, GAS, TELEPHONE, & CABLE T.V. EASEMENT | ⑬ VARIABLE WIDTH OFF-LOT DRAINAGE EASEMENT (VENADO CROSSING SUBDIVISION UNIT 2 DOC.# 202399009558 O.P.R.) |
| ⑭ 28' BUILDING SETBACK LINE | |
| ⑮ 27.5' BUILDING SETBACK LINE | |

LEGEND

- S.I.R. = SET 1/2" IRON ROD WITH BLUE CAP STAMPED "KFW SURVEYING"
- F.I.R. = FOUND 1/2" IRON ROD OR AS NOTED
- R.O.W. = RIGHT-OF-WAY
- D.P.R. = OFFICIAL PUBLIC RECORDS OF GUADALUPE COUNTY TEXAS
- O.P.R. = OFFICIAL PUBLIC RECORDS OF GUADALUPE COUNTY TEXAS
- VOL. = VOLUME
- PG. = PAGE
- CL = CENTERLINE

REFER TO PAGE 1 OF 2 FOR LINE AND CURVE TABLES

PLAT NOTES APPLY TO EVERY PAGE OF THIS MULTIPLE PAGE PLAT.



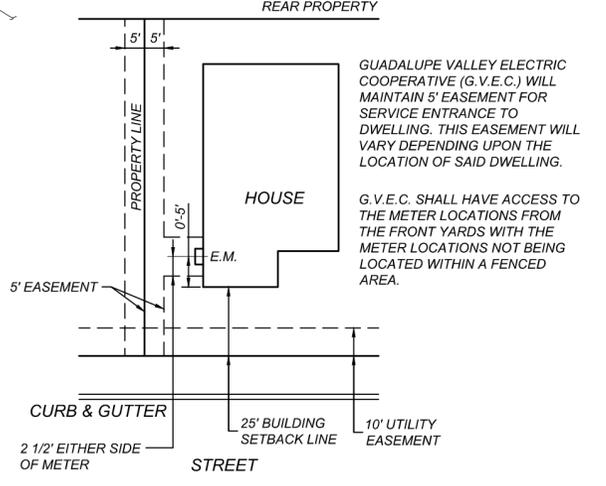
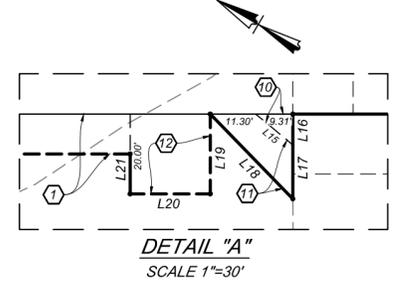
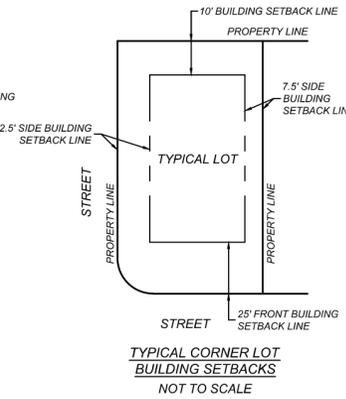
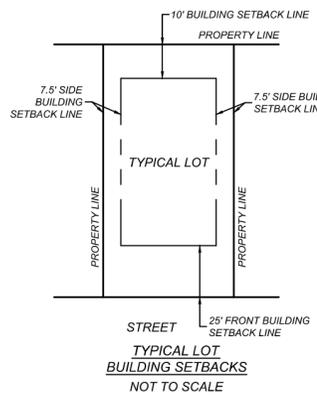
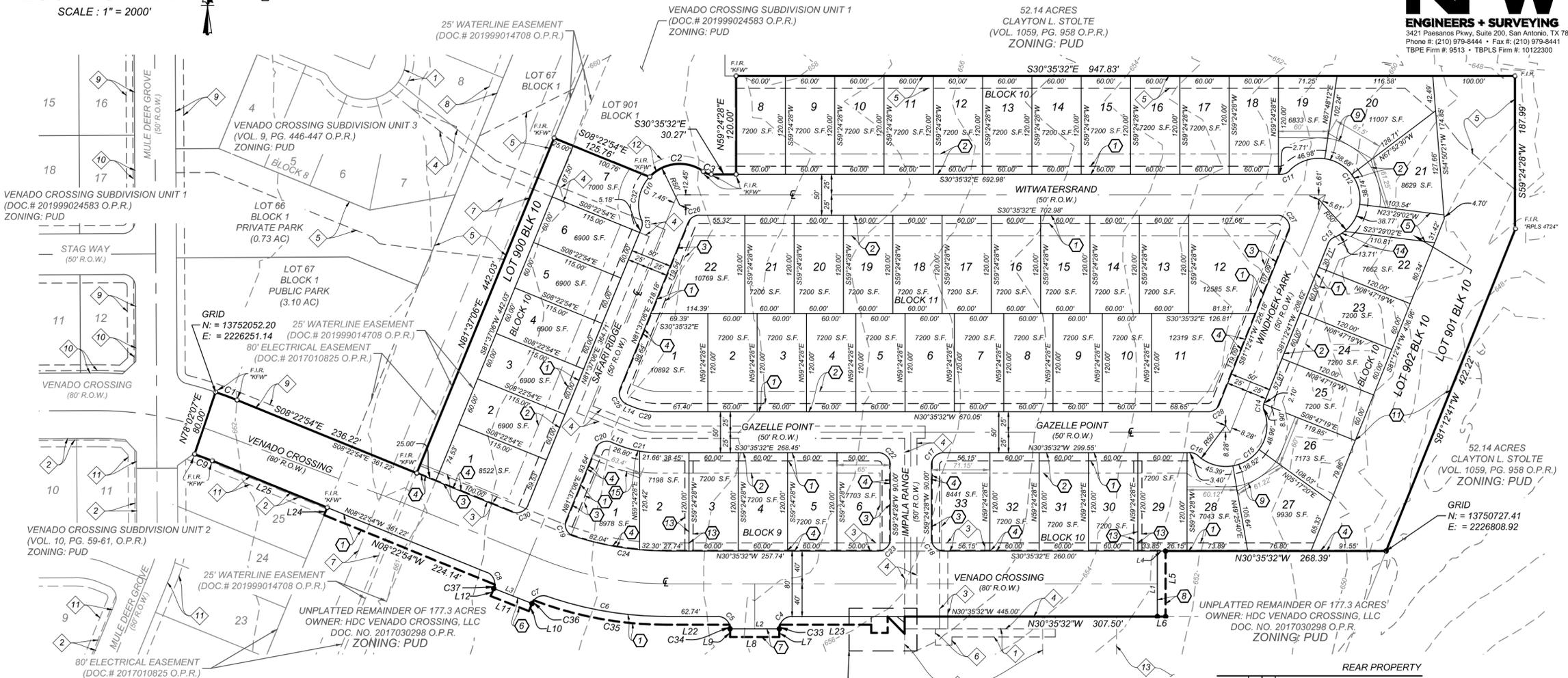
61 RESIDENTIAL LOTS
3 DRAINAGE EASEMENT LOTS

FINAL SUBDIVISION PLAT ESTABLISHING VENADO CROSSING SUBDIVISION UNIT 4

STATE OF TEXAS
COUNTY OF GUADALUPE
WHEREAS, HDC VENADO CROSSING, LLC, ACTING BY AND THROUGH THE UNDERSIGNED, ITS DULY AUTHORIZED AGENT, IS THE SOLE OWNER OF A TRACT OF LAND LOCATED IN THE JERONIMO LEAL SURVEY NO. 85 ABSTRACT 210

CITY OF CIBOLO, GUADALUPE COUNTY, TEXAS, ACCORDING TO THE DEED RECORDED IN VOLUME 2003, PAGE 641, OF THE DEED RECORDS OF GUADALUPE COUNTY, TEXAS, AND BEING MORE PARTICULARLY DESCRIBED AS FOLLOWS:

BEING 17.63 ACRES TRACT OF LAND, OUT OF THE JERONIMO LEAL SURVEY NO. 85, ABSTRACT 210, AND THE JOSEPH DE LOS CORTINAS SURVEY NO. 64, ABSTRACT 90, BOTH OF GUADALUPE COUNTY, TEXAS, AND A CALLED 177.3 ACRE TRACT OF LAND AS CONVEYED TO HDC VENADO CROSSING, LLC, OF RECORD IN DOC. NO. 2017030298, OF THE OFFICIAL PUBLIC RECORDS OF GUADALUPE COUNTY, TEXAS.



August 27, 2025

On behalf of the:

City of Cibolo
Attn: Olivia Hall
200 S. Main Street
Cibolo, Texas 78108



Re: Construction Plan Review
Venado Crossing U4 – Final Plat (PC-25-28-FP)

Ms. Hall,

Colliers Engineering & Design has completed its review of the referenced project. We find that the development is in conformance with the City of Cibolo Unified Development Code and flood ordinances. We have no further comments.

Our review of the project does not relieve or release the Engineer of Record or Surveyor of Record from complying with any and all the requirements of the local, state, and federal rules and regulations or guidelines impacting this project. If you require additional information, please contact our office.

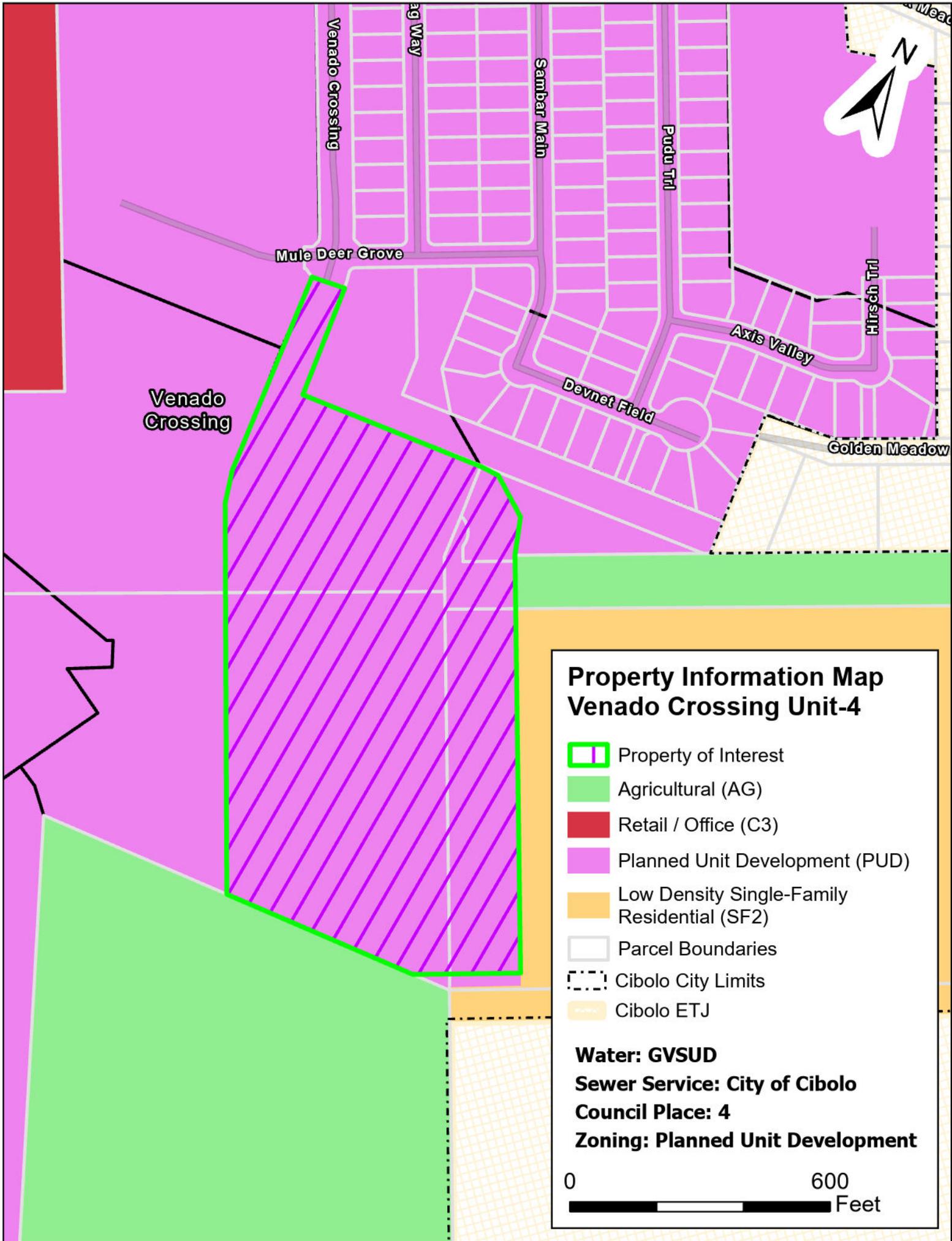
Sincerely,



A handwritten signature in blue ink, appearing to read "Andy Carruth".

Andy Carruth, P.E.

Plan Reviewer for the City of Cibolo



**Property Information Map
Venado Crossing Unit-4**

-  Property of Interest
-  Agricultural (AG)
-  Retail / Office (C3)
-  Planned Unit Development (PUD)
-  Low Density Single-Family Residential (SF2)
-  Parcel Boundaries
-  Cibolo City Limits
-  Cibolo ETJ

Water: GVSUD
Sewer Service: City of Cibolo
Council Place: 4
Zoning: Planned Unit Development





City Council Regular Meeting Staff Report

B. Fire Department

Meeting	Agenda Group
Monday, October 27, 2025, 6:30 PM	Staff Update Item: 9B.
From	
Mario Troncoso, Fire Chief	
Staff Contact(s)	
Mario Troncoso,	

PRIOR CITY COUNCIL ACTION:

N/A

BACKGROUND:

N/A

STAFF RECOMMENDATION:

N/A

FINANCIAL IMPACT:

N/A

MOTION(S):

N/A

Attachments

[September 25.pdf](#)

Filters

Cibolo Fire Department



Filters apply to all sheets in the workbook. Return to this sheet to change filter settings.

Start Date

9/1/2025

City

- Cibolo
- CIBOLO
- CONVERSE
- LIVE OAK
- Marion
- Schertz

End Date

9/30/2025

Shift

- A
- B
- C

Date Level

- Day
- Week
- Month
- Quarter
- Year

Mutual Aid Type

- Automatic
- Mutual
- None

425 Incidents Selected based on Filter Settings

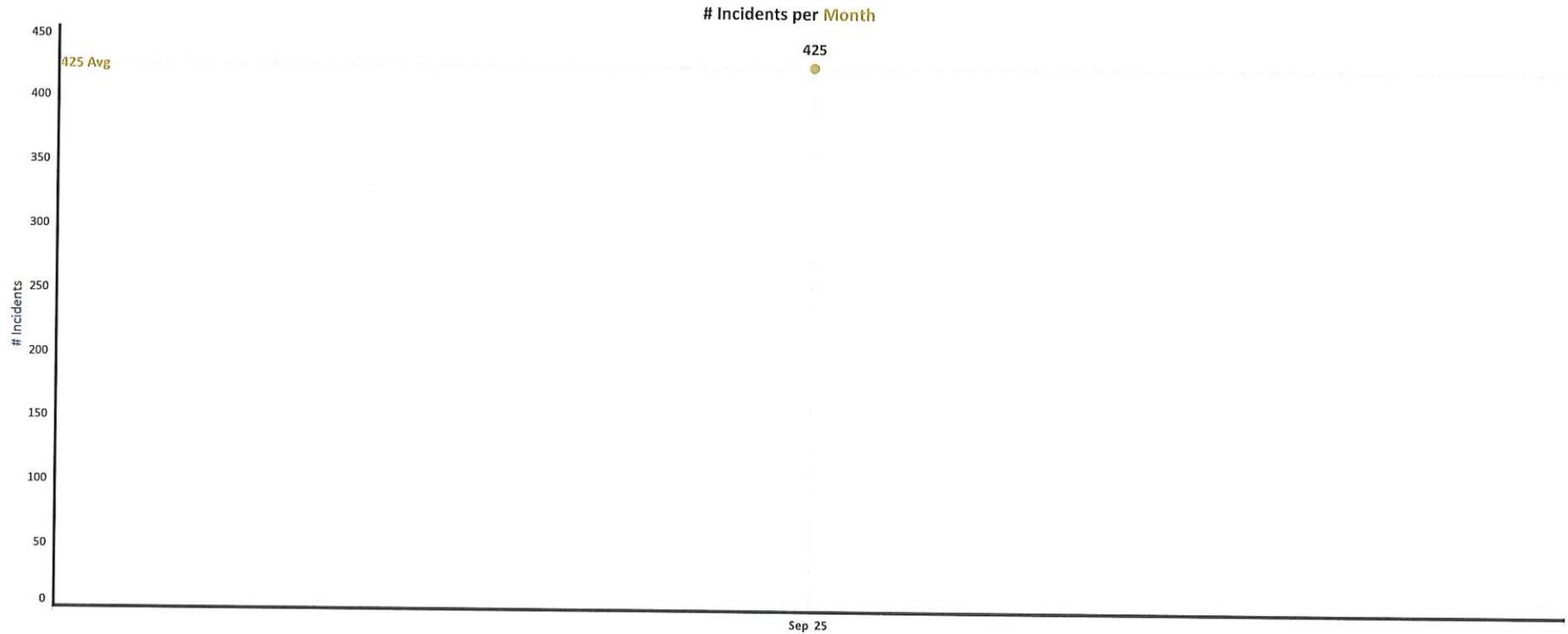
Date Range Selected: 9/1/2025 - 9/30/2025

Report Date: October 8, 2025 08:52

Department Volume

Incident Measures per *Month*

425 Incidents	425 Average	425 Median	425 Minimum	425 Maximum
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Station Volume

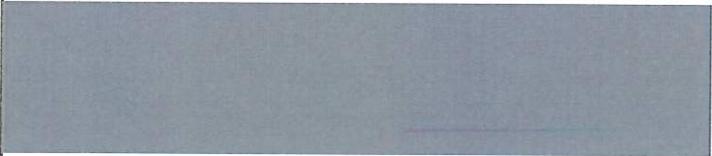
Cibola Fire Department



Incidents per Station

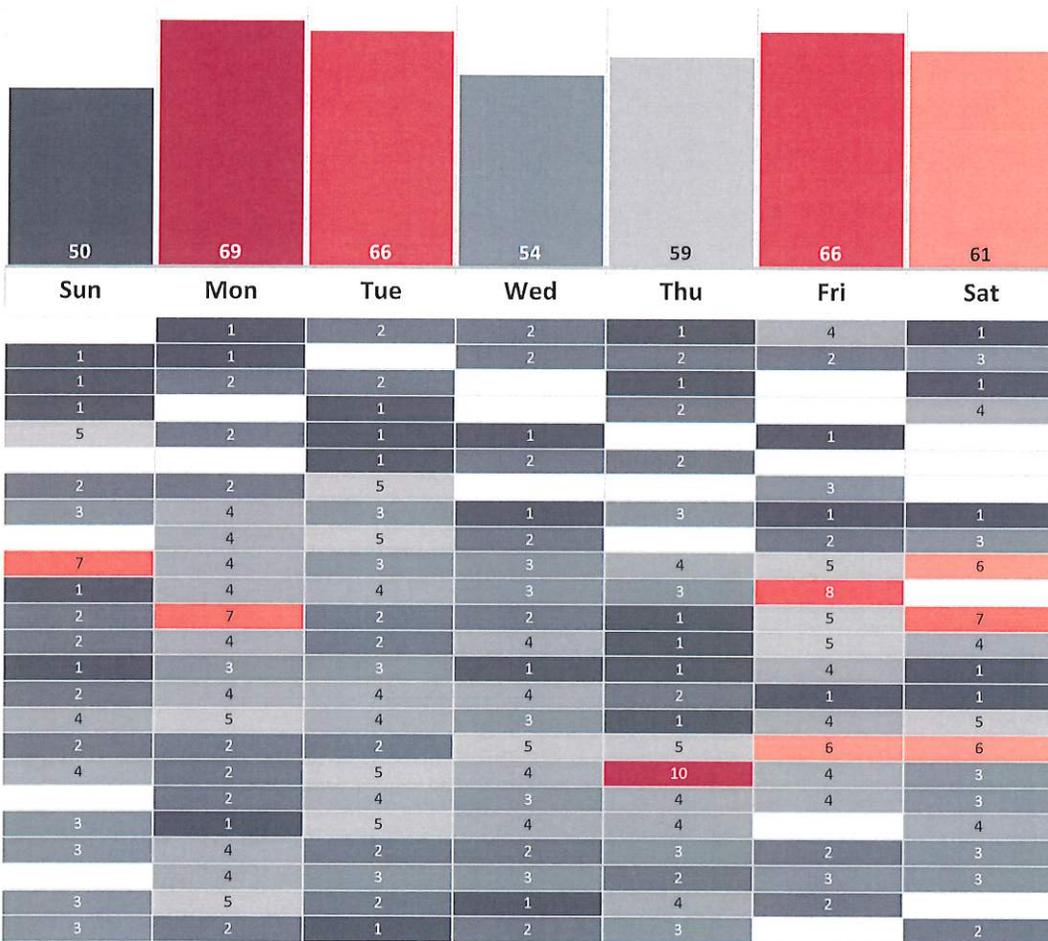
Incidents per *Month*

Average Median Minimum Maximum

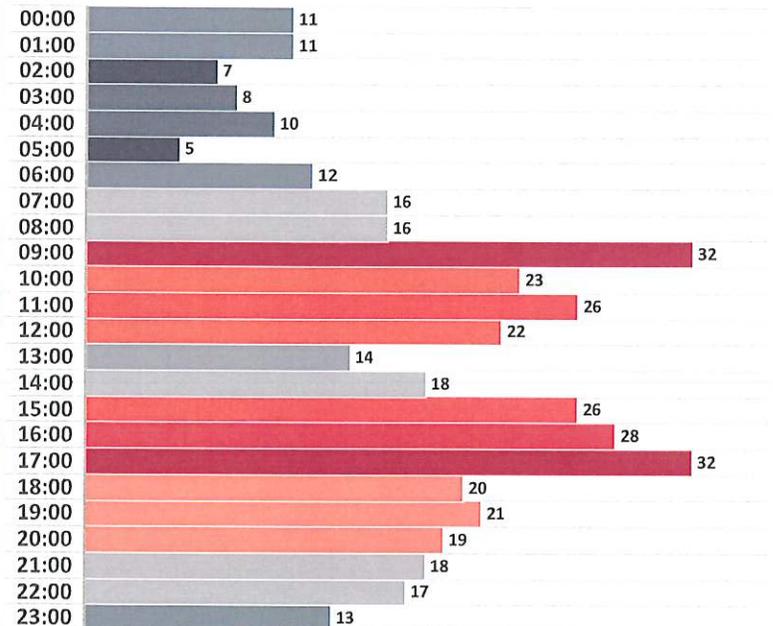
		Average	Median	Minimum	Maximum
ST1	 <p>41% 176</p>	176	176	176	176
ST2	 <p>36% 155</p>	155	155	155	155
ST3	 <p>22% 94</p>	94	94	94	94

Department Incidents by Day & Hour

Cibolo Fire Department



425
Incidents

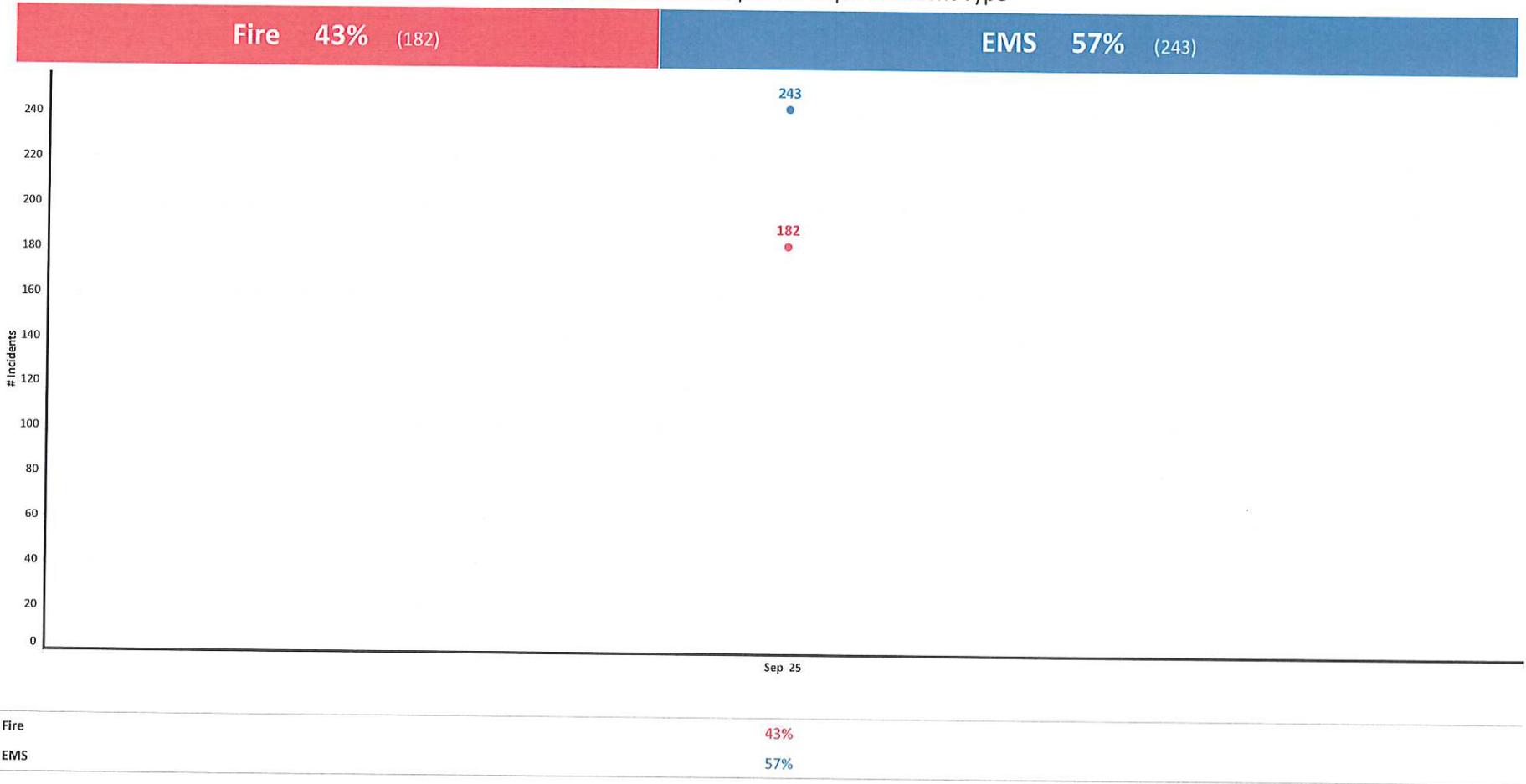


Department Fire/EMS Volume

Cibolo Fire Department



Fire / EMS Incidents by NFIRS Report Incident Type



Station Fire/EMS %

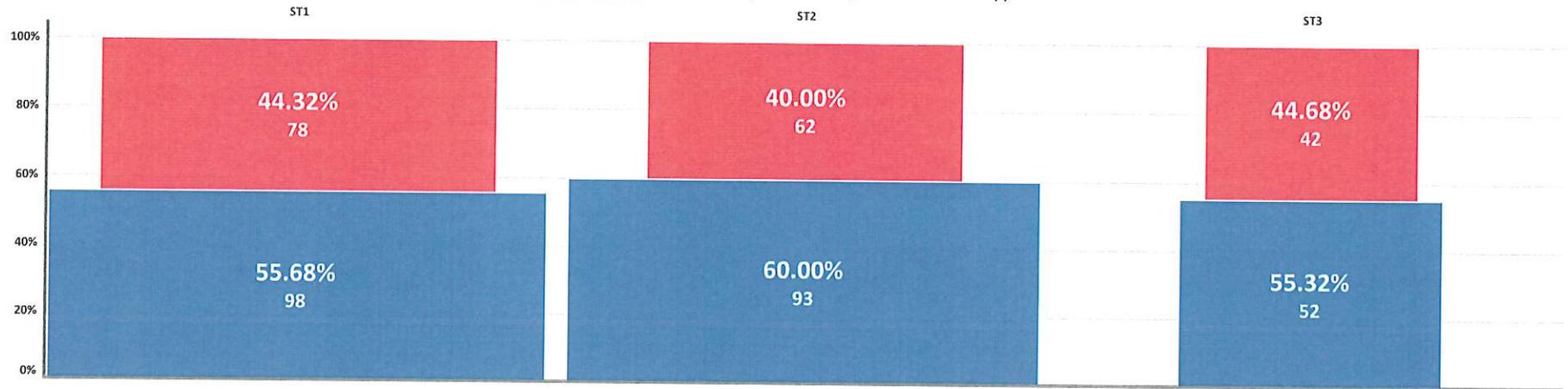
Click to highlight Fire or EMS



Cibolo Fire Department



Fire / EMS Incidents by NFIRS Report Incident Type



Bar WIDTH indicates number of incidents

Station % of Fire / EMS Incident Types per Month

Station	Incident Type	Sep 25
ST1	Fire	44%
	EMS	56%
ST2	Fire	40%
	EMS	60%
ST3	Fire	45%
	EMS	55%

Department Response Time

Incidents with valid Response Times

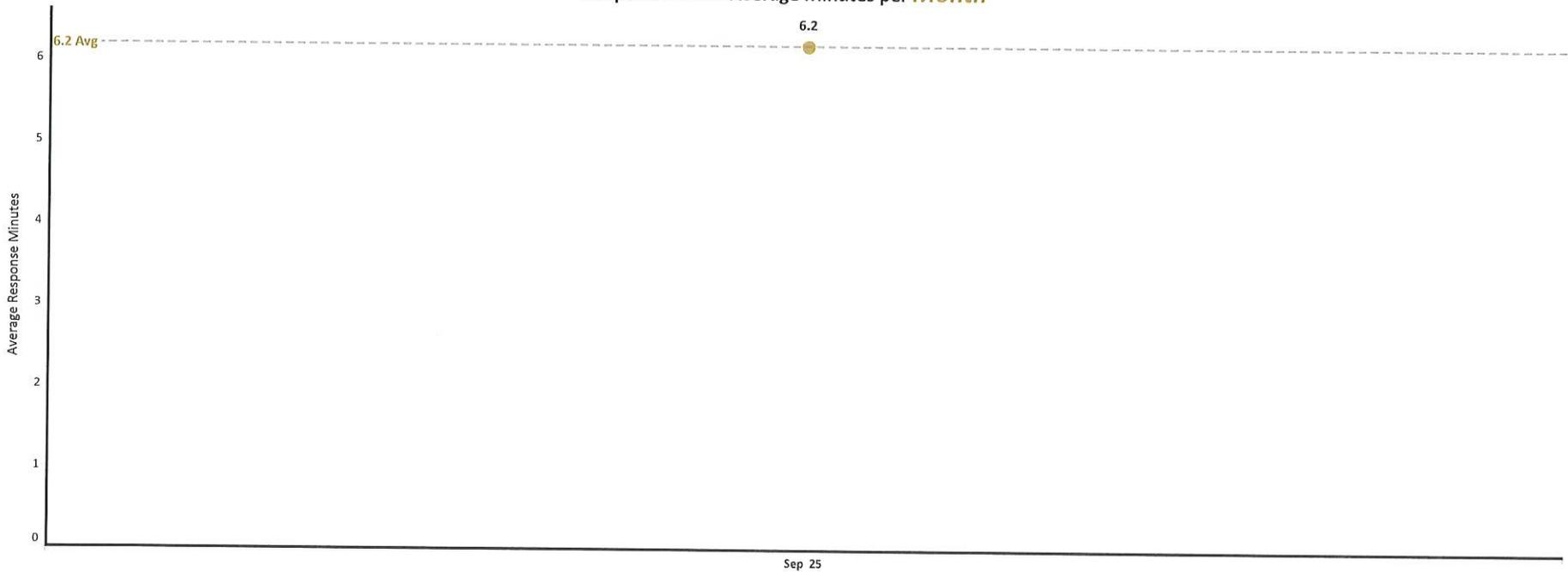
Cibolo Fire Department



Response Time Minutes

6.2 Average	5.8 Median	9.4 90th Percentile	0.0 Minimum	17.3 Maximum	399 Incidents
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Response Time - Average Minutes per *Month*



Station Response Time Minutes

Click to highlight a Station

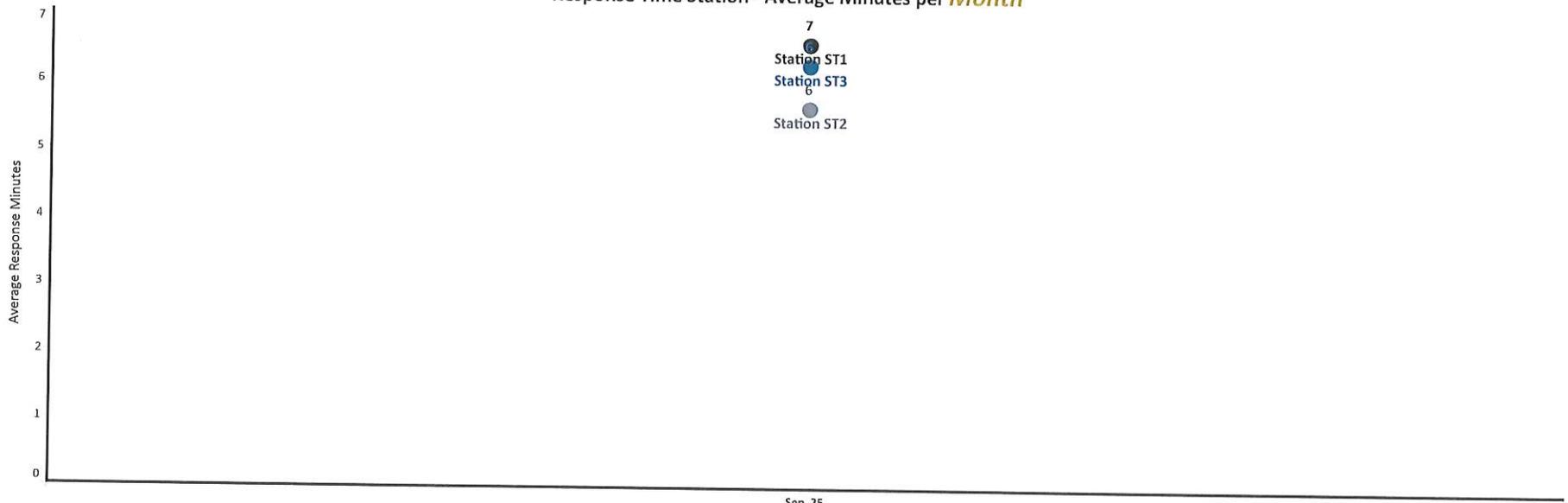
Incidents with valid Response Times

Cibolo Fire Department



Station ..	Average	Median	90th Percentile	Minimum	Maximum	Incidents
ST1	6.6	6.1	10.9	0.0	17.3	165
ST2	5.7	5.3	8.0	0.0	15.8	146
ST3	6.3	5.7	9.0	0.3	16.6	88

Response Time Station - Average Minutes per *Month*

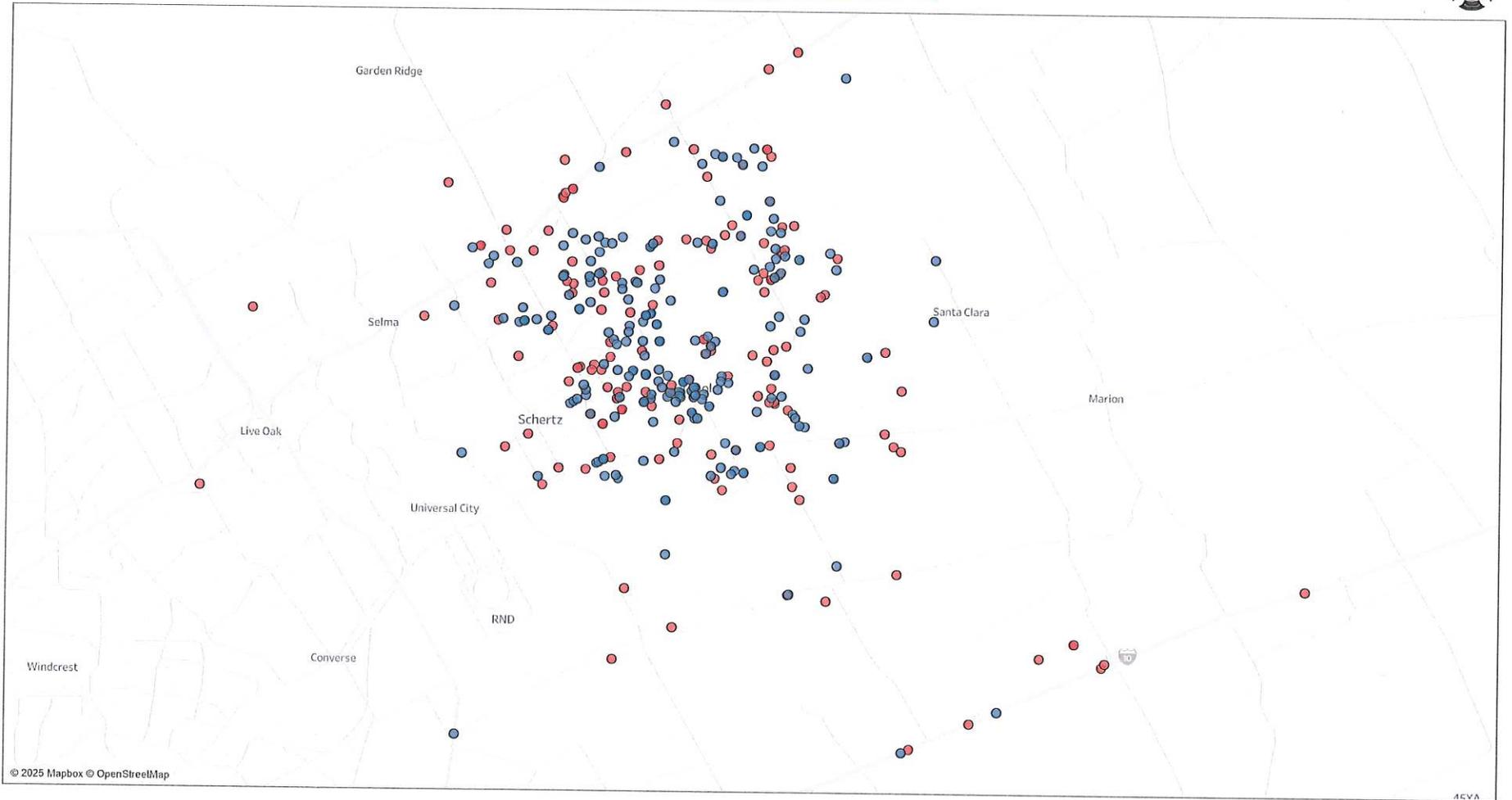


Incident Locations by Type

Click to highlight Fire or EMS

Fire EMS

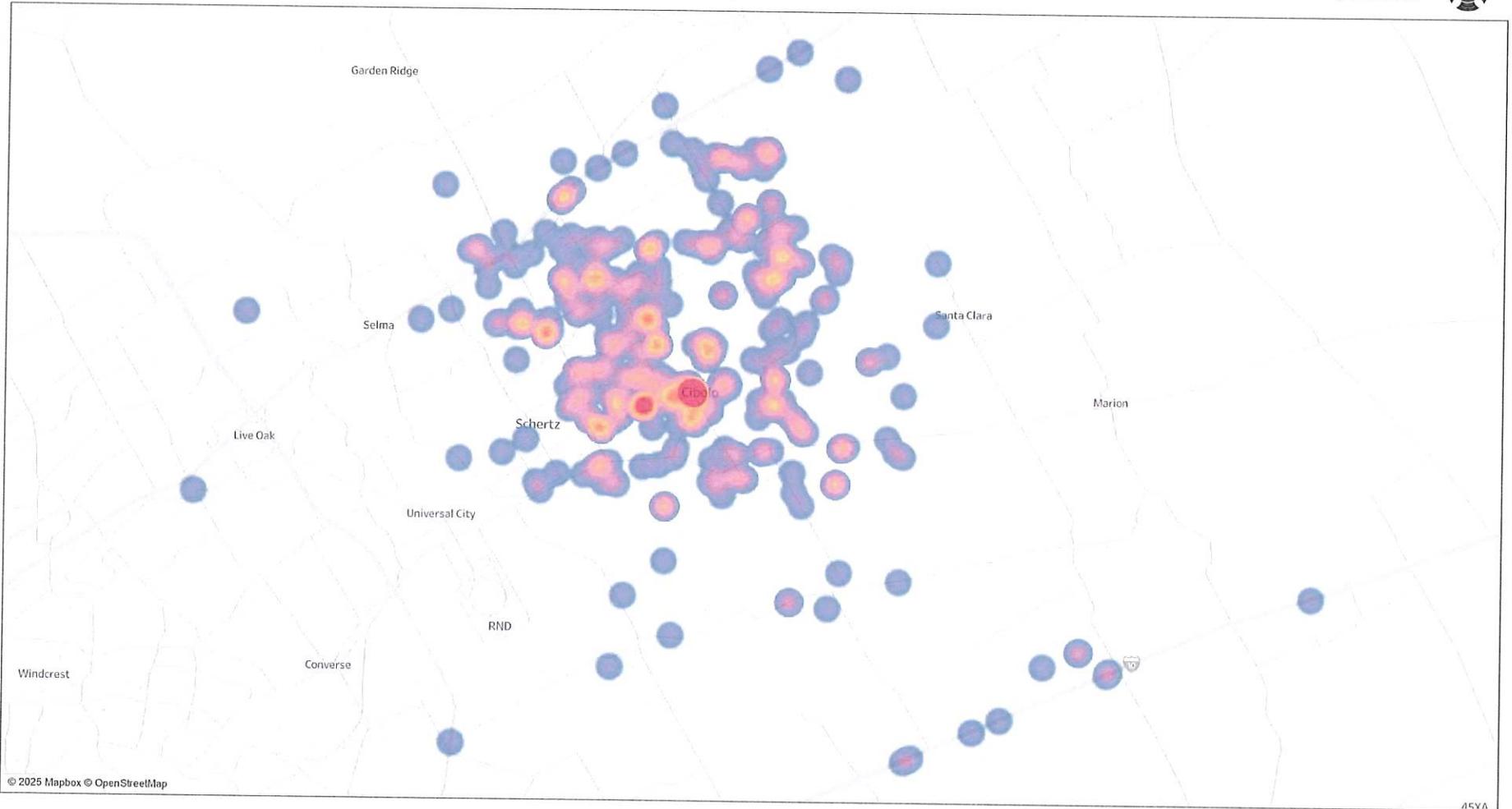
Cibolo Fire Department



Incident Location Heat Map



Cibolo Fire Department





City Council Regular Meeting Staff Report

A. Approval/Disapproval of an Ordinance of the City of Cibolo designating a Reinvestment Zone known as the "City of Cibolo Reinvestment Zone No. 2" for purposes of Commercial-Industrial Tax Abatement located at 3641 Santa Clara Road, specifically a tract or parcel containing an estimated 126.443 acres. (Mr. Hardin)

Meeting	Agenda Group
Monday, October 27, 2025, 6:30 PM	Ordinances Item: 10A.
From	
Clancy Hardin, Economic Development Manager	

PRIOR CITY COUNCIL ACTION:

City Council ins 2019 created City of Cibolo Reinvestment Zone #1 for the subject property that Aisin was constructed on.

BACKGROUND:

Chapter 312 of the Texas Tax Code, also known as the Property Redevelopment and Tax Abatement Act, authorizes cities, counties, and special districts to offer temporary tax abatements to encourage economic development. A tax abatement is a local agreement that exempts all or part of the increase in the value of new real property or tangible personal property from taxation for a specific period

City staff worked with the City Secretary to publish public notice for this hearing in accordance with the Texas Property Redevelopment and Tax Abatement Act, Texas Tax Code Chapter 312 which requires a minimum of a seven (7) day public notice. The newspaper of record for the City of Cibolo is the Seguin Gazette. The notice was published October 15 & 19, 2025

Staff mailed the attach notice to Superintendents of Marion ISD, & Schertz-Cibolo-Universal City ISD, Guadalupe Tax Assessor- Collector, Chief Appraiser for Guadalupe Appraisal District. Staff hand delivered letters to Guadalupe County Judge Kyle Kutschner and Guadalupe County Commissioner Pct. 4 Stephen German on October 14, 2025.

The establishment of this reinvestment zone by ordinance is the next step in the process for Project Theo's recruitment and will allow the City to enter into a chapter 312 agreement should Project Theo pursue purchasing and developing the subject property. Earlier in this meeting a public hearing was held related to the establishment of "City of Cibolo Reinvestment Zone #2" and also an agenda item related to authorizing the City Manager to submit a final incentive offer to Project Theo's representation.

STAFF RECOMMENDATION:

Staff recommends approval of this ordinance.

FINANCIAL IMPACT:

N/A

MOTION(S):

Sample motion: *" I motion to approve this ordinance as presented to establish City of Cibolo Reinvestment Zone #2"*

Attachments

[10.27.25 Cibolo Reinvestment Zone #2](#)

[Notice Letters Combined.pdf](#)

ORDINANCE NO. _____

AN ORDINANCE ESTABLISHING CITY OF CIBOLO REINVESTMENT ZONE NUMBER 2; PROVIDING FOR SEVERABILITY; AND, PROVIDING AN EFFECTIVE DATE.

WHEREAS, pursuant to Texas Tax Code 312.002 City Council passed an approved Ordinance No. 1265, electing to establish the eligibility of the City to participate in tax abatement; and

WHEREAS, City Council passed an approved Ordinance No. 1496, establishing guidelines and criteria governing abatement agreements granted by the City; and

WHEREAS, pursuant to Texas Tax Code 312.201, City Council designates the Area, described herein, as City of Cibolo Reinvestment Zone No. 2; and

WHEREAS, City Council finds the Area:

(1) substantially arrest or impair the sound growth of the municipality creating the zone, retard the provision of housing accommodations, or constitute an economic or social liability and be a menace to the public health, safety, morals, or welfare in its present condition and use because of the presence of:

- (A) a substantial number of substandard, slum, deteriorated, or deteriorating structures;
 - (B) the predominance of defective or inadequate sidewalks or streets;
 - (C) faulty size, adequacy, accessibility, or usefulness of lots;
 - (D) unsanitary or unsafe conditions;
 - (E) the deterioration of site or other improvements;
 - (F) tax or special assessment delinquency exceeding the fair value of the land;
 - (G) defective or unusual conditions of title;
 - (H) conditions that endanger life or property by fire or other cause; or
 - (I) any combination of these factors;
- (2) be predominantly open and, because of obsolete platting, deterioration of structures or site improvements, or other factors, substantially impair or arrest the sound growth of the municipality;
- (3) be in a federally assisted new community located in a home-rule municipality or in an area immediately adjacent to a federally assisted new community located in a home-rule municipality;
- (4) be located entirely in an area that meets the requirements for federal assistance under Section 119 of the Housing and Community Development Act of 1974 ([42 U.S.C. Section 5318](#));
- (5) encompass signs, billboards, or other outdoor advertising structures designated by the governing body of the municipality for relocation, reconstruction, or removal for the purpose of enhancing the physical environment of the municipality, which the legislature declares to be a public purpose; or

(6) be reasonably likely as a result of the designation to contribute to the retention or expansion of primary employment or to attract major investment in the zone that would be a benefit to the property and that would contribute to the economic development of the municipality.

WHEREAS, City Council conducted a public hearing on October 27, 2025; whereat interested persons were invited to provide evidence, give testimony and comments for or against designating the Area as a reinvestment zone; and

WHEREAS, on October 15 & 19 2025, a date not later than the seventh day before the date of the aforementioned public hearing notice of the public hearing was published in Seguin Gazette a newspaper of general circulation in the City; and

WHEREAS, on October 14, 2025, a date not later than the seventh day before the date of the aforementioned public hearing notice of the public hearing was delivered by mail and/or hand, to Superintendent of Marion ISD, Superintendent Schertz-Cibolo-Universal City ISD , Guadalupe Tax Assessor-Collector, Chief Appraiser for Guadalupe Appraisal District, Guadalupe County Judge Kyle Kutschner, and Guadalupe County Commissioner Pct. 4 Stephen Germann, which constitutes the governing body of each taxing unit that includes the Area in its boundaries; and

WHEREAS, City Council finds the improvements sought for the Area, as described herein, are feasible and practical and will benefit the Area after the expiration of the tax abatement agreement proposed for the Area.

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF CIBOLO:

Section 1. Findings adopted. The legislative findings set out above are adopted and incorporated herein for all purposes.

Section 2. The Area. The Area that is the subject of this Ordinance is described in **Exhibit “A”**, attached hereto and incorporated herein for all purposes, said Area being within the corporate limits or extraterritorial jurisdiction of the municipality.

Section 3. The Improvements. The improvements sought are described in **Exhibit “B”**, attached hereto and incorporated herein for all purposes.

Section 4. Reinvestment Zone Established. The Area is established as City of Cibolo Reinvestment Zone No.2.

Section 5. Commercial-industrial Tax Abatement Designation. City of Cibolo Reinvestment Zone No. 2, is designated for commercial-industrial tax abatement.

Section 6. Expiration Date. City of Cibolo Reinvestment Zone No. 2, shall expire five years from the effective date of this Ordinance unless renewed prior to expiration.

Section 7. Renewal. The expiration date can be extended for periods not to exceed five years, by adoption of an ordinance for such purpose prior to the expiration date.

Section 8. Severability. In the event any clause, phrase, provision, sentence, or part of this Ordinance or the application of the same to any person or circumstances shall for any reason be adjudged invalid or held unconstitutional by a court of competent jurisdiction, it shall not affect, impair, or invalidate this Ordinance as a whole or any part or provision hereof other than the part declared to be invalid or unconstitutional; and the City Council of the City of Cibolo, Texas, declares that it would have passed each and every part of the same notwithstanding the omission of any such part thus declared to be invalid or unconstitutional, whether there be one or more parts.

Section 9. Effective Date. This Ordinance shall become effective immediately upon its passage, approval and publication as provided by law.

PASSED AND APPROVED by a vote of _____ “ayes” in favor and _____ “noes” against on this first and final reading in full compliance with applicable provisions of the Texas Open Meetings Act and Texas Tax Code Chapter 312 on the ____ day of _____ 2025.

CIBOLO, TEXAS

Mark Allen , Mayor

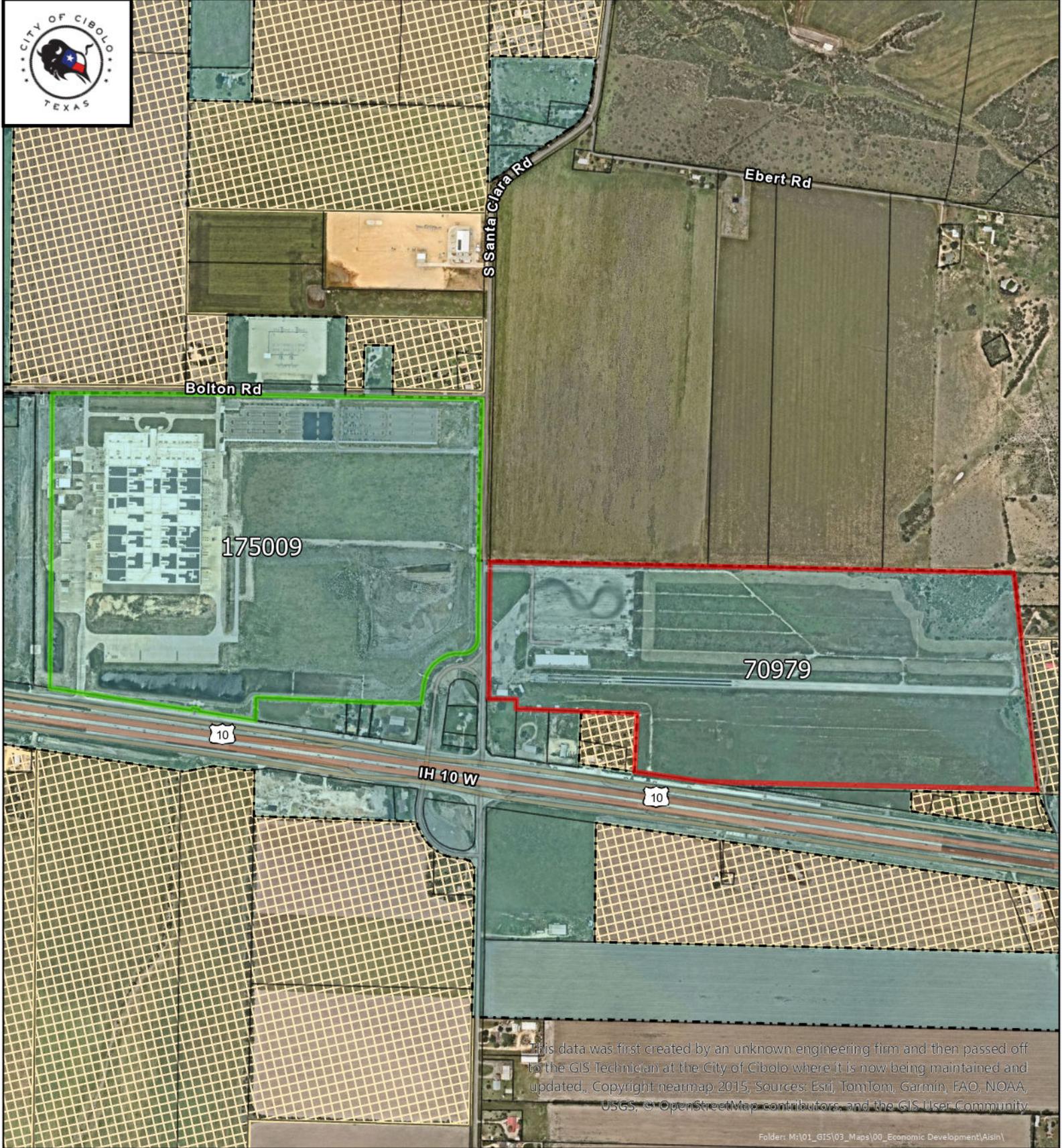
ATTEST:

Peggy Cimics , City Secretary

APPROVED AS TO FORM:

City Attorney
Denton Navarro Rodriguez Bernal Santee & Zech, P.C.

EXHIBIT A



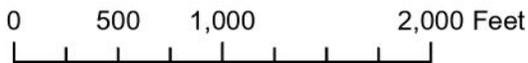
This data was first created by an unknown engineering firm and then passed off to the GIS Technician at the City of Cibolo where it is now being maintained and updated. Copyright nearmap 2015, Sources: Esri, TomTom, Garmin, FAO, NOAA, USGS, © OpenStreetMap contributors, and the GIS User Community

Folder: M:\01_GIS\03_Maps\00_Economic Development\Aisin\



Project Spur/Theo Mapping

Scale: 1:11,000



Legend

-  Raceway
-  Aisin
-  Guadalupe Parcel Boundaries
-  Cibolo City Limits
-  Cibolo ETJ

EXHIBIT B

Project Spur/Theo



Total Proposed Incentive Package Financial Overview

Project Site: Alamo Racetrack near Aisin (IH-10) -> Current Annual Property Tax Value **\$13,000**

Incentive Terms:

Abatement/Rebate

15-year partial property tax abatement/ rebate:

Years 1 – 10: 75% of full tax rate (\$0.4990) abatement

- Estimated Revenue for Years 1-10: **\$9,760,936**

Years 11-15: 50% of M&O rebate tax rate (\$0.3197)

- Estimated Revenue for Years 11-15: **\$15,880,268**

Total value of abatement/rebate over 15-year term: **\$36,767,581**

Sales Tax (Performance Based Incentive)

- Project requested a 50/50 split of sales tax receipts from City's \$0.01 sales tax
- Project representatives estimate a \$5 million sales tax impact
- Project's capped share would be \$2.5 million of receipts
 - *Note: Receipts over the \$5 million in sales tax would not qualify for the split.*

Additional Incentives Offered

- Infrastructure reimbursement: \$300,000 (estimated cost in Year 1)
- Preferred permitting fees: \$453,756.50
- Workforce Development: \$6,000
- Working with Guadalupe County for additional incentives on county-level

Requirements to Project from the City

- Required minimum investment: \$450 million, generating 425 FTE
- This company does operate brick-and-mortar stores, and City of Cibola staff would express a preference on a site plan to include a set back from I-10 of 20 acres for a future brick-and-mortar.

Overall Incentive Package & Return

An overall incentive package of **+\$32.5 million**, based on current project data.

An overall return to the City of **+10 million Year 10**, **+52 million Year 20** and **+121 million Year 30**

Clancy Hardin
Economic Development Manager
City of Cibolo
200 S Main Street
Cibolo, TX 78610
(210) 658-9900

October 14, 2025

Paige Meloni
Superintendent of Schools
Schertz-Cibolo-Universal City Independent School District
1060 Elbel Rd
Schertz, TX 78154

Dear Ms. Meloni,

Subject: Notification of Public Hearing for Establishment of City of Cibolo Reinvestment Zone 2

I am writing to formally notify you of a scheduled public hearing concerning the proposed establishment of Reinvestment Zone 2 for the City of Cibolo. This hearing will focus on the area generally located at 3641 Santa Clara Road and Interstate 10.

Details of the Public Hearing:

Date: Monday, October 27, 2025

Time: 6:30pm

Location: City of Cibolo Council Chambers

This hearing is a critical step in our efforts to designate this area as a Reinvestment Zone, which aims to foster economic development and enhance community benefits through targeted investments and incentives.

We invite representatives from Marion Independent School District, Schertz-Cibolo-Universal City Independent School District, the Guadalupe County Judge's Office, and the Guadalupe Appraisal District to attend the hearing.

Direct any questions or comments to my office at (210) 658-9900

Thank you for your attention to this important matter

Sincerely,

Clancy Hardin
Economic Development Manager
City of Cibolo

Clancy Hardin
Economic Development Manager
City of Cibolo
200 S Main Street
Cibolo, TX 78610
(210) 658-9900

October 14, 2025

Doctor Don Beck
Superintendent of Schools
Marion Independent School District
500 Bulldog Lane, PO box 189
Marion, TX 78124

Dear Dr.Beck,

Subject: Notification of Public Hearing for Establishment of City of Cibolo Reinvestment Zone 2

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Economic Development Manager
City of Cibolo

Clancy Hardin
Economic Development Manager
City of Cibolo
200 S Main Street
Cibolo, TX 78610
(210) 658-9900

October 14, 2025

The Honorable Kyle Kutscher
County Judge
Guadalupe County
101 East Court Street
Seguin, TX 78155

Dear Judge Kutscher,

Subject: Notification of Public Hearing for Establishment of City of Cibolo Reinvestment Zone 2

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Clancy Hardin
Economic Development Manager
City of Cibolo

Clancy Hardin
Economic Development Manager
City of Cibolo
200 S Main Street
Cibolo, TX 78610
(210) 658-9900

October 14, 2025

The Honorable Daryl John
Tax Assessor Collector
Guadalupe County
307 W. Court Street
Seguin, TX 78155

Dear Honorable John,

Subject: Notification of Public Hearing for Establishment of City of Cibolo Reinvestment Zone 2

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Economic Development Manager
City of Cibolo

Clancy Hardin
Economic Development Manager
City of Cibolo
200 S Main Street
Cibolo, TX 78610
(210) 658-9900

October 14, 2025

The Honorable Stephen Germann
County Commissioner Pct 4
Guadalupe County
101 East Court Street
Seguin, TX 78155

Dear Commissioner Germann,

Subject: Notification of Public Hearing for Establishment of City of Cibolo Reinvestment Zone 2

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Economic Development Manager
City of Cibolo

Clancy Hardin
Economic Development Manager
City of Cibolo
200 S Main Street
Cibolo, TX 78610
(210) 658-9900

October 14, 2025

Peter Snaddon
Chief Appraiser
Guadalupe Appraisal District
3000 N Austin St
Seguin, TX 78155

Dear Mr. Snaddon,

Subject: Notification of Public Hearing for Establishment of City of Cibolo Reinvestment Zone 2

I am writing to formally notify you of a scheduled public hearing concerning the proposed establishment of Reinvestment Zone 2 for the City of Cibolo. This hearing will focus on the area generally located at 3641 Santa Clara Road and Interstate 10.

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Thank you for your attention to this important matter

Sincerely,

Clancy Hardin
Economic Development Manager
City of Cibolo



City Council Regular Meeting Staff Report

A. Discussion/Action regarding the City's Water and Wastewater Utility Rate Study by Willdan Financial Services and recommendation on Changes to Utility Rate Fees. (Mr. Jackson with Willdan Financial Services)

Meeting	Agenda Group
Monday, October 27, 2025, 6:30 PM	Discussion/Action Item: 11A.
From	
Anna Miranda, Finance Director	

PRIOR CITY COUNCIL ACTION:

City Council authorized funding for the Utility Rate Study in the City's Fiscal Year 25 Adopted Budget.

BACKGROUND:

The City solicited proposals by RFP in April 2025 and entered into contract with Willdan Financial Services in June 2025 for \$39,420.

During the FY26 budget process, the rate study was being performed by our consultant. Besides a 2% wastewater rate increase, City staff did not recommend utility rate increases pending the conclusion of the study. This study shows additional rate increase for wastewater effective January 1, 2026, related to the anticipated growth in our system, forecasted cost increases from the Cibolo Creek Municipal Authority (CCMA) and the Canyon Regional Water Authority (CRWA), increases in city operating costs, and planned capital improvement projects (CIP) projects. The rate study covers the next 3 to 5 years. Annual rate increases are recommended in each year to fund these increased costs of service and growth in our system.

The biggest impacts on rates include:

- Increase in CRWA Operational Costs, Water Purchases, and Regional Water Participation Costs
- Increase in CCMA WWTP Operational Costs at WWTPs along with South Plant Expansion
- Debt issued for the Design (\$3.825M in late 2025) and Construction (est. \$33.75M with payments beginning in 2027) to expand CCMA South WWTP
- Debt required to fund CIP

The recommended rate increases will impact the average customer (7,500 gallons water consumption/5,000 gallons wastewater winter average) by 3.1%, 8.0%, and 5.0%, in January 2026, October 2026, and October 2027, respectively.

This Utility Rate study does not include new capital improvement projects currently being evaluated in the 2025 impact fee study. The impact fee study will be presented in mid-2026 following the Capital Improvement Advisory Committee's (CIAC) involvement, study, and recommendation on the impact fees. In addition, this rate study does not include wastewater transmission projects that will serve the South Service Area Basin and flow to the CCMA South WWTP; the impact from these projects will be known after City Council provides direction on which project(s) to design and construct, developer contributions, debt issuance, and timing of construction.

STAFF RECOMMENDATION:

Staff recommends moving forward with the rate recommendations made by our consultant by considering a change to our Fee Schedule Ordinance to be effective January 1st. These rate changes are necessary to cover the increased expenses of running a utility and ensures it has adequate revenue from customer accounts to cover costs from CRWA and CCMA, to perform necessary capital improvement projects, to make payments on the expansion to the CCMA South WWTP, and increased operational costs.

FINANCIAL IMPACT:

Increase in revenues for water and wastewater to ensure the Utility Fund remains self-sufficient operating fund, including covering capital improvements to ensure a well maintained system and to expand for future growth/expansion of our utility system.

MOTION(S):

I move to recommend approval of the water and wastewater fees as presented and direct City staff to include these fees in the City's Fee Schedule Ordinance to be effective January 1st.

Attachments

[Cibolo Rate Study Council Pres FINAL](#)

2025 Water and Wastewater Rate Study

City Council Presentation

October 2025



WILLDAN CLIENT EXPERIENCE | USA & INTERNATIONAL

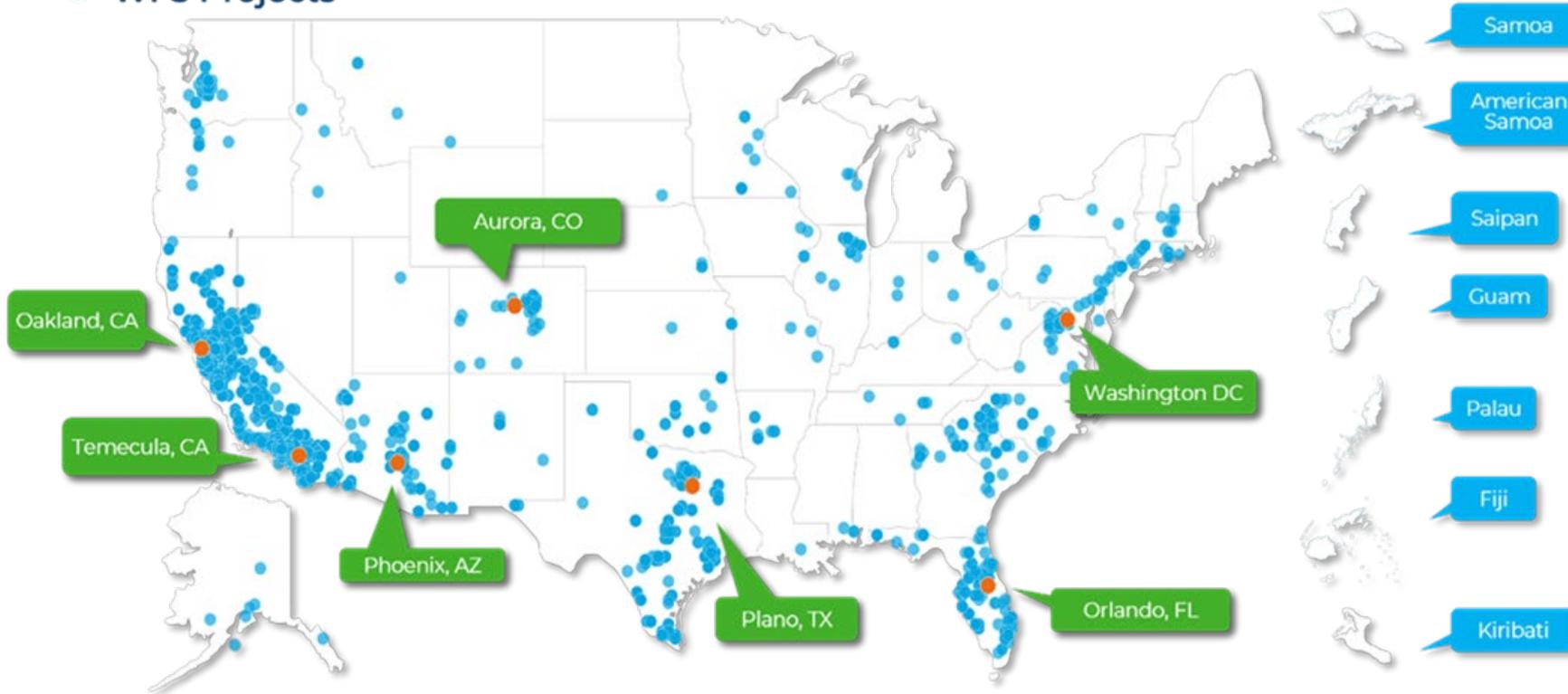


● WFS Offices

● WFS Projects

DOMESTIC EXPERIENCE

INTERNATIONAL EXPERIENCE



- Over **500** financial consulting projects throughout the south and southwest, including over **350** utility rate studies
- Project Manager Dan Jackson based in Plano. Over 40 years utility rates study experience domestic and international.
- Project Analyst Dan Lanning based in Plano. Over 35 years utility rates study experience domestic and international.

Presentation Format



- Background on Rates
- Forecast Accounts and Volumes
- Revenue Requirements
- Recommended Rate Plan
- Next Steps



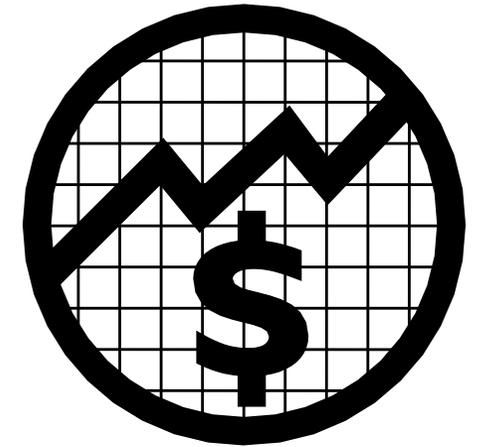
The background of the slide is a blue-tinted photograph of an industrial facility. It shows various pieces of machinery, including large pipes, valves, and what appears to be a conveyor system or a large piece of equipment with a circular opening. The scene is brightly lit, suggesting an indoor industrial environment.

Background on Rates

Facts about Water and Wastewater Service in the 21st Century



- Average utility has been increasing rates 5-6% per year, trend expected to continue
- AWWA forecasts that water and wastewater rates across the U.S. will triple in the next 15 years
- Rate adjustments are primarily due to reasons beyond a utility's control – Wholesale providers passing along cost increases, inflation, Capital Improvement Plans, etc.
- Increased federal and state regulations on water and wastewater treatment are also leading to higher costs
- **30-40% of utilities charge rates that do not cover their costs**



Today's Presentation – Factors and Objectives



- **Factors impacting City of Cibolo's rates:**
 - \$11,946,001 in capital improvements over next 3-5 years that serve development flowing to the North CCMA WWTP are needed to overhaul and expand system;
 - CCMA South WWTP requires expansion to serve future growth. There is an opportunity to partner with new development to fund infrastructure; and
 - Operating costs increasing
- **Feedback requested from Council:**
 - Amount of direct and debt funding for CIP
 - Length of rate plan: 3 or 5 years



CCMA South Plant 0.5 MGD, Phase I



CCMA South Plant 0.5 MGD, Phase I

Current Water and Wastewater Rates Effective October 2025



Water Rates

Residential Rates

<u>Minimum Charge</u>	\$	28.00
<u>Volume Rate (per 1,000 Gallons)</u>		
1,200	7,000	6.19
7,001	15,000	7.91
15,001	30,000	9.58
30,001	50,000	11.25
50,001	Above	14.08

Special Rate*

<u>Minimum Charge</u>	\$	13.50
<u>Volume Rate (per 1,000 Gallons)</u>	\$	-

* Special Rate for residential customers using less than 1,200 gallons per month.

Commercial/MF/Wholesale Rates

<u>Minimum Charge by Meter Size:</u>		
5/8"	\$	28.00
3/4"		35.65
1"		60.10
1 1/2"		163.80
2"		240.25
3"		480.50
4"		961.00
6"		1,528.80
8"		2,620.80
10"		5,241.60

<u>Volume Rate (per 1,000 Gallons) -- Commercial/MF</u>		
1,000	7,000	6.19
7,001	15,000	7.91
15,001	30,000	9.58
30,001	50,000	11.25
50,001	Above	14.08

<u>Volume Rate (per 1,000 Gallons) -- Wholesale</u>		
1,000	30,000	6.43
30,001	60,000	8.22
60,001	Above	11.10

Wastewater Rates

Residential Rates

<u>Minimum Charge</u>	\$	19.02
<u>Volume Rate (per 1,000 Gallons)</u>		
3,001	Above	5.55

Commercial & Multifamily Rates

<u>Minimum Charge</u>	\$	23.65
<u>Volume Rate (per 1,000 Gallons)</u>		
3,001	Above	5.55

Reflects 2.0% WW increase effective Oct. 2025

Monthly Water Acquisition Fee

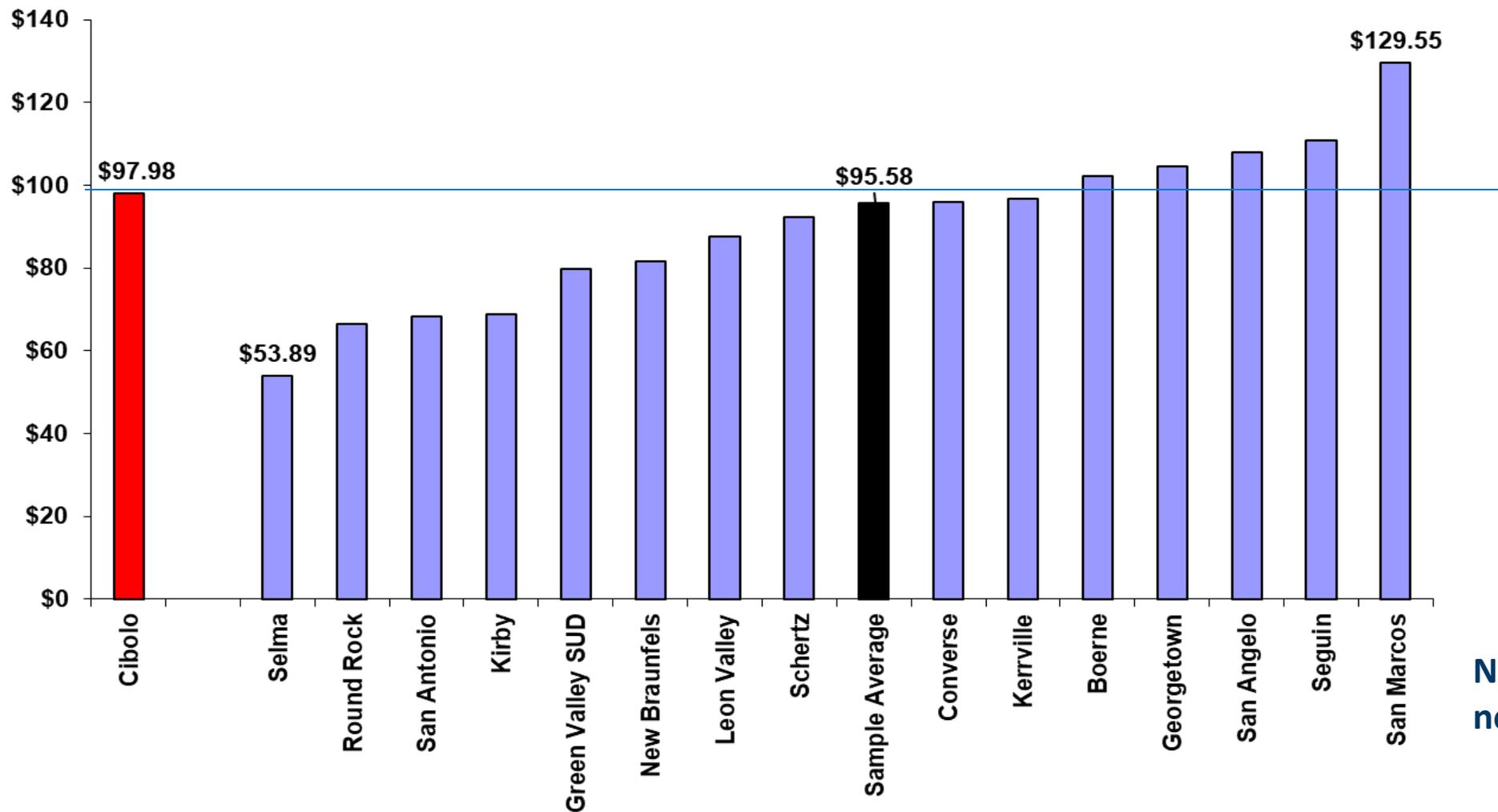
<u>Minimum Charge by Meter Size:</u>		
5/8"	\$	9.00
3/4"		12.00
1"		18.00
1 1/2"		24.00
2"		36.00
3"		48.00
4"		72.00
6"		96.00
8"		120.00
10"		144.00

Residential Rate Comparison

7,500 Gallons Water/5,000 Gallons WW



*Rates as of June 2025



Monthly Charge Calculation

Water	
Base Charge	\$ 28.00
1,201 -- 7,000	35.90
7,001 -- 7,500	<u>3.96</u>
	67.86
Wastewater	
Base Charge	19.02
3,001 -- 5,000	<u>11.10</u>
	30.12
TOTAL	97.98

NOTE: \$9.00 acquisition fee not included in calculation.



Forecast Accounts and Volumes

Current Year Water and Wastewater Accounts



WATER Customers		WASTEWATER Customers	
Residential	6,508	Residential	11,638
Commercial	394	Commercial	283
Wholesale	1		
Special Rate	<u>361</u>		
Total	7,264	Total	11,921

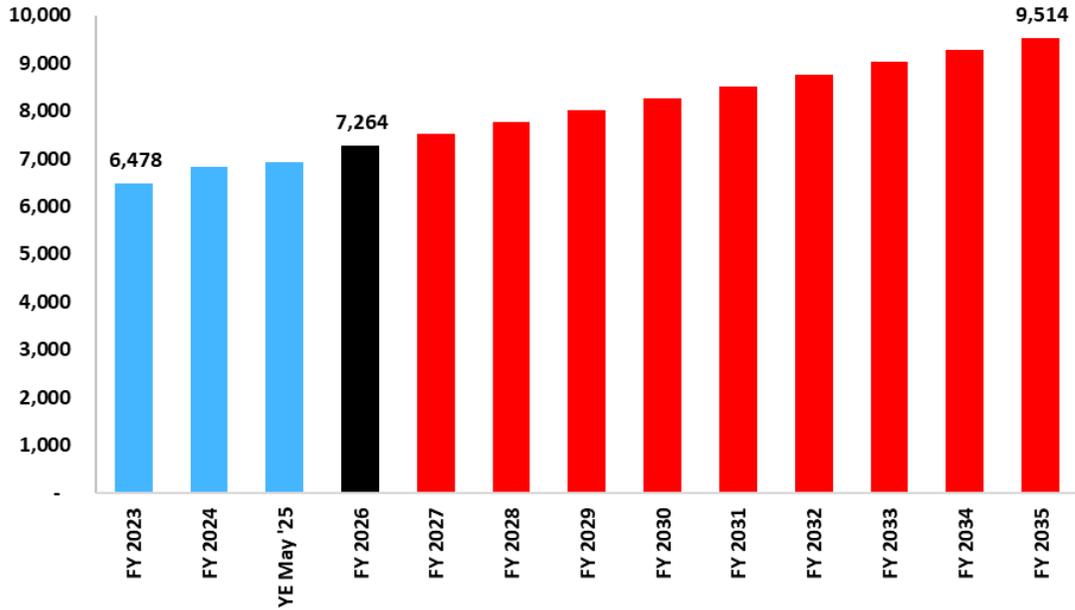
Multifamily included in Commercial

NOTE: a significant portion of City's water service area is served by Green Valley Special Utility District (GVSUD)

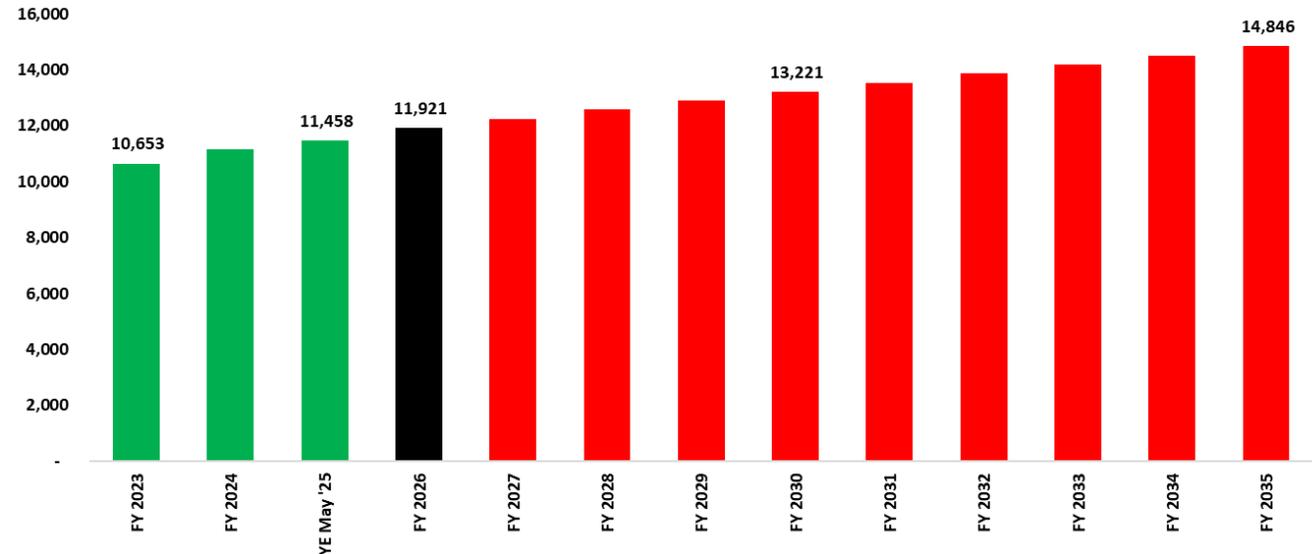
Historical and Forecast Water and Wastewater Accounts



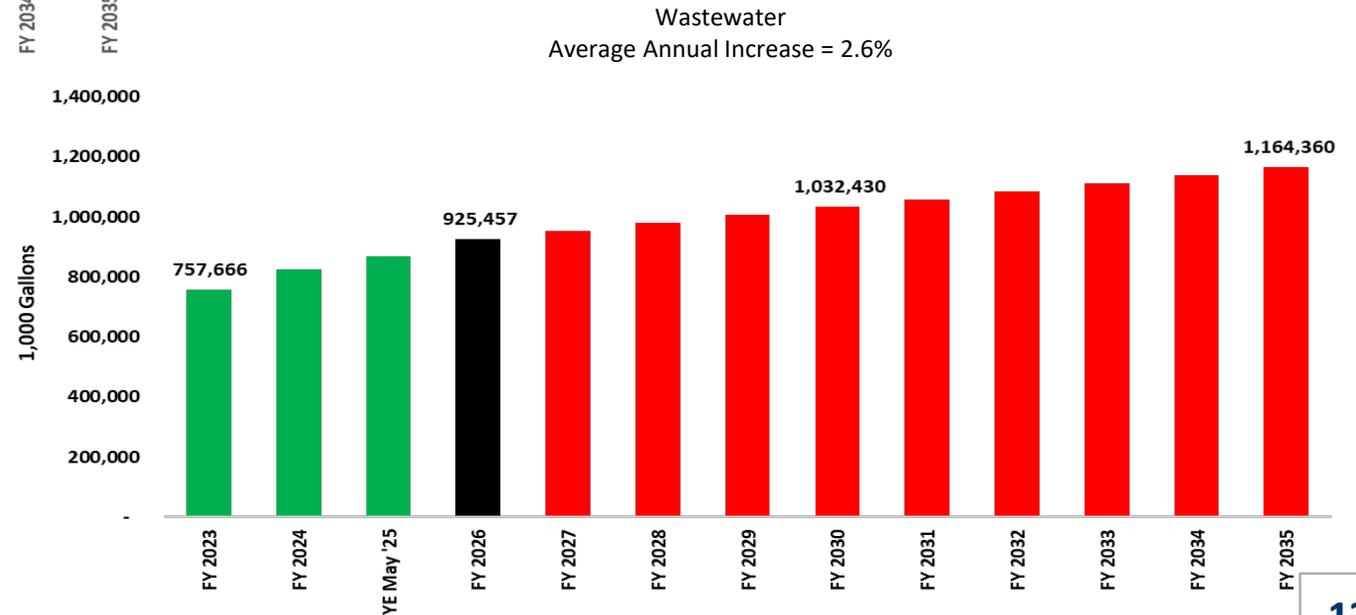
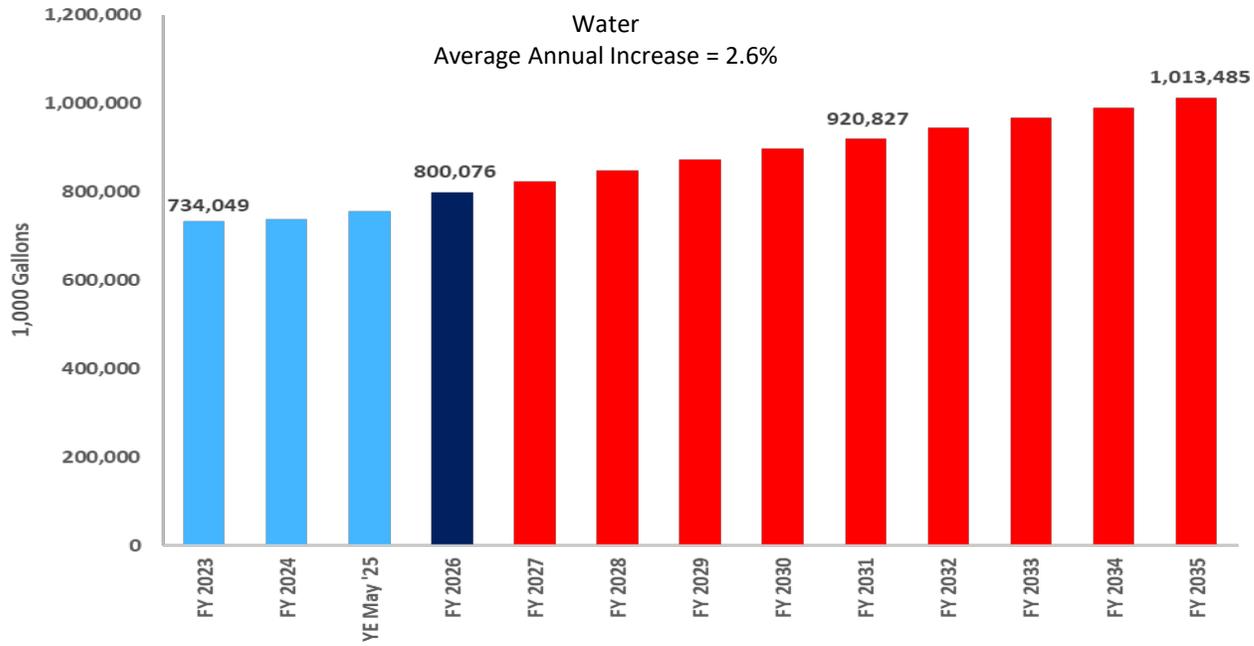
Water
Average Annual Increase = 230 accounts (3.04%)



Wastewater
Average Annual Increase = 324 accounts (2.47%)



Test Year and Forecast Annual Water Billed Consumption



The background of the slide is a blue-tinted photograph of an industrial facility. It shows various pieces of machinery, including large pipes, tanks, and what appears to be a robotic arm or conveyor system. The scene is brightly lit, suggesting an indoor factory or laboratory environment.

Revenue Requirements and Cost of Service

10 Year Forecast

Primary Assumptions



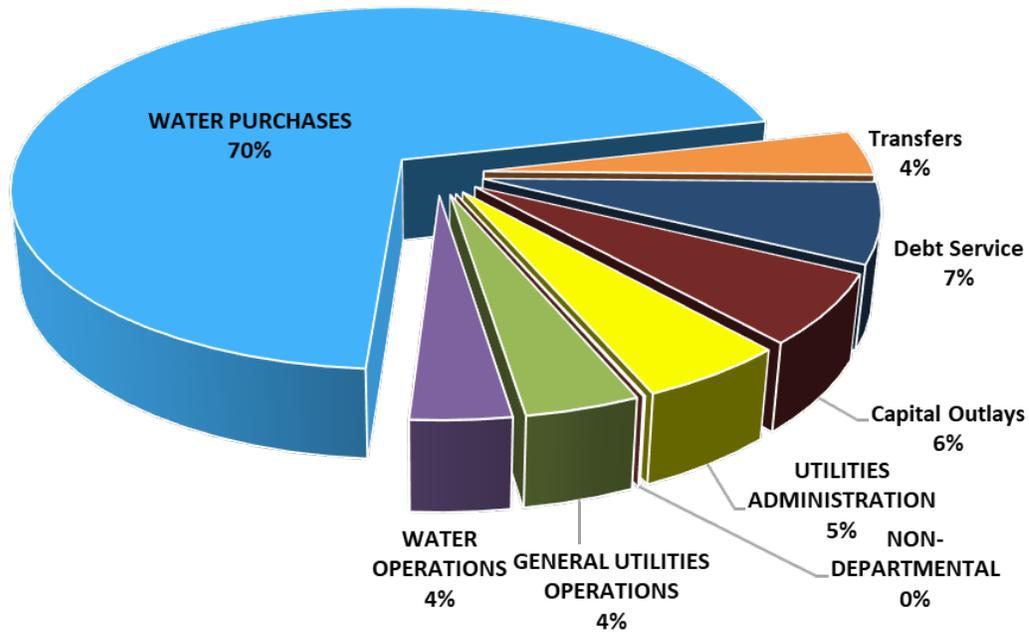
- **Biggest Impacts on Rate Plan** (See next slide)
 - Increase in CRWA Operational Costs, Water Purchases, and Regional Water Participation Costs
 - Increase in CCMA WWTP Operational Costs at WWTPs along with South Plant Expansion
 - Debt issued for the Design (\$3.825M in late 2025) and Construction (est. \$33.75M with payments beginning in 2027) to expand CCMA South WWTP
 - Debt required to fund CIP
- **Other Recurring Impacts on Rate Plan** (See next slide)
 - Most personnel and operating expenses increase 3.0% per year
 - Certain expenses (insurance/workers comp/health care) increase at higher rates
 - Certain expenses will increase with volume and customer growth (electricity/chemicals)



FY 2026 Cost of Service

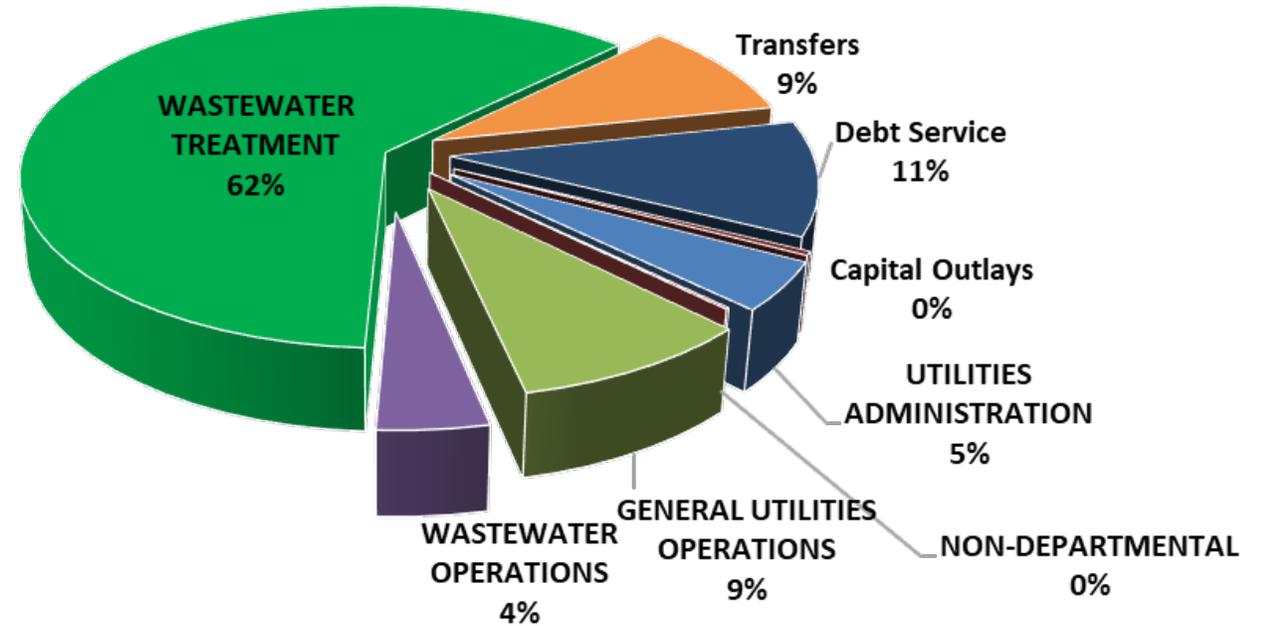


Water = \$9,392,054



Note: 83% of Water Purchases costs are CRWA charges

Wastewater = \$6,615,996



100% of Wastewater Treatment costs are CCMA charges

Water Reserves, Purchases and Regional Authority Participation



	2026	2027	2028	2029	2030
Water Acquisition Costs					
CRWA Expenses					
Raw Water	\$ 626,050	\$ 657,353	\$ 690,220	\$ 724,731	\$ 760,968
Purchased Water	905,219	1,007,766	1,120,579	1,244,637	1,381,008
M&O	2,027,938	2,129,335	2,235,802	2,347,592	2,464,971
Administration	377,950	396,848	416,690	437,524	459,401
Loan Payment	1,572,300	1,626,882	1,629,621	1,616,159	1,573,979
Sub-Total	5,509,457	5,818,183	6,092,912	6,370,643	6,640,327
City of Schertz	95,000	97,850	100,786	103,809	106,923
Future Water Acquisition	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Total	6,604,457	6,916,033	7,193,697	7,474,452	7,747,250



CCMA Forecast Payments (Wastewater)

	2026	2027	2028	2029	2030
CCMA Costs					
Unit Rate	\$ 4,115,000	\$ 4,321,551	\$ 4,532,559	\$ 4,799,082	\$ 5,324,315
Series 2014 South Plant Phase I	205,125	206,425	356,325	356,325	358,500
Series 2025 South Plant Expansion	<u>151,406</u>	<u>1,418,956</u>	<u>2,468,381</u>	<u>2,471,825</u>	<u>2,468,656</u>
Total	4,471,531	5,946,932	7,357,265	7,627,232	8,151,471

NOTE: The South Wastewater Treatment Plant (WWTP) Phase I and Expansion to 3.0 MGD costs will be spread to new customers as the south service area develops.

Water and Wastewater CIP FY26 – FY30



WATER PROJECTS

FM 1103 Phase II Utility Relocation Match 50/50 W/WW	\$	2,773,806
Cibolo South Neighborhood Project		1,000,000
Haeckerville Rd. Extension		1,556,295
Total Water Projects	\$	5,330,101

WASTEWATER PROJECTS

FM 1103 Phase II Utility Relocation Match 50/50 W/WW	\$	678,341
Lift Station Decommission		2,414,903
8" Sanitary Sewer Replacement		-
Venado Sanitary Sewer Installation		3,522,656
Total Wastewater Projects	\$	6,615,900

Total Water and Wastewater Projects	\$	11,946,001
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NOTE: Utility Rate study does not include new capital improvement projects currently being evaluated in the 2025 impact fee study.

The wastewater projects listed here will flow to the CCMA North WWTP.

This list does not include wastewater projects that will serve the South Service Area Basin and flow to the CCMA South WWTP.

CIP Funding = Developer Contributions (e.g., ongoing MUD negotiations), Impact Fees, and Debt Issues

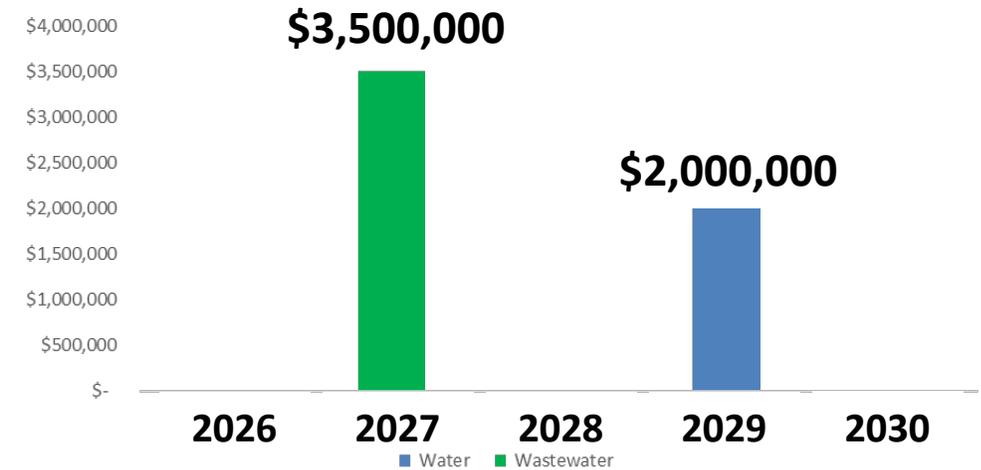
CIP Project Funding FY26 – FY30



- Reflects staff and project team assumptions regarding CIP project funding
 - Impact Fee reserves used to fund eligible CIP projects; plus
 - \$5.5M in new debt issued over 2026-2030 timeframe
- Council to approve ultimate CIP financing plan:
 - Existing bond funds
 - Impact fees
 - Fund balance
 - New debt



Forecast Bond Issues



Term = 20 Years
Interest = 4.0%

Water and Wastewater Forecast Cost of Service



	2026	2027	2028	2029	2030
WATER					
Operating	\$ 1,193,779	\$ 1,237,928	\$ 1,304,067	\$ 1,394,410	\$ 1,468,978
Water Acquisition	6,604,457	6,916,033	7,193,697	7,474,452	7,747,250
Capital Outlays	572,516	627,316	740,316	840,316	940,316
Current Debt	650,386	666,586	556,256	551,750	552,650
Future Debt	-	-	260,111	260,111	260,111
Transfers	370,915	382,043	393,504	405,309	417,468
Total	9,392,054	9,829,906	10,447,953	10,926,349	11,386,774
WASTEWATER					
Operating	\$ 1,201,488	\$ 1,250,594	\$ 1,335,077	\$ 1,458,547	\$ 1,555,372
CCMA -- WW Treatment	4,471,531	5,946,932	7,357,265	7,627,232	8,151,471
Capital Outlays	24,572	37,772	24,772	24,772	24,772
Current Debt	309,705	77,520	-	-	-
Future Debt	-	-	-	-	148,635
Transfers	608,701	626,962	645,771	665,144	685,098
Total	6,615,996	7,939,780	9,362,884	9,775,695	10,565,349
Water/WW Total	16,008,050	17,769,686	19,810,837	20,702,044	21,952,123



Rate Plan Proposal

Notes on Rate Proposal



- Recommend implementing a **3-year rate plan** with first adjustment in **January 2026** and additional adjustments in **October 2026** and **October 2027**
 - A 3-year plan will allow the City to re-evaluate rates after the CCMA South Plant design is complete, and CCMA enters into a construction contract for the expansion in mid-2027; the CCMA South WWTP timeline shows construction to start around August 2027.
 - Re-evaluate wastewater rates in 2027 for 2028 and beyond
- **City has option of extending the proposal to a 5-year plan**
- No change in current rate structure
- Rate plan should be reviewed annually due to potential changes in operations and CIP



Recommended Rate Plan -- Water



Water Rates - Residential		Effective				Recommended	
		Current	Jan-26	Oct-26	Oct-27	Oct-28	Oct-29
Special Rate (less than 1,200 gal. per month)		\$ 13.50	\$ 13.50	\$ 14.45	\$ 14.73	\$ 15.03	\$ 15.33
Residential Monthly Minimum Charge (includes 1,200 Gallons)		28.00	28.00	29.96	30.56	31.17	31.79
Residential Volume Rate Per 1,000 Gal							
1,200	7,000	6.19	6.19	6.62	6.76	6.89	7.03
7,001	15,000	7.91	7.91	8.46	8.63	8.81	8.98
15,001	30,000	9.58	9.58	10.25	10.46	10.66	10.88
30,001	50,000	11.25	11.25	12.04	12.28	12.52	12.77
50,001	Above	14.08	14.08	15.07	15.37	15.67	15.99
Water Rates -- Commercial/MF/Wholesale							
Monthly Minimum Charge (includes 1,000 Gallons)							
	5/8"	28.00	28.00	29.96	30.56	31.17	31.79
	3/4"	35.65	35.65	38.15	38.91	39.69	40.48
	1"	60.10	60.10	64.31	65.59	66.91	68.24
	1 1/2"	163.80	163.80	175.27	178.77	182.35	185.99
	2"	240.25	240.25	257.07	262.21	267.45	272.80
	3"	480.50	480.50	514.14	524.42	534.91	545.60
	4"	961.00	961.00	1,028.27	1,048.84	1,069.81	1,091.21
	6"	1,528.80	1,528.80	1,635.82	1,668.53	1,701.90	1,735.94
	8"	2,620.80	2,620.80	5,608.51	5,720.68	5,835.10	5,951.80
	10"	5,241.60	5,241.60	5,608.51	5,720.68	5,835.10	5,951.80
Volume Rate Per 1,000 Gal -- Commercial/MF							
1,000	7,000	6.19	6.19	6.62	6.76	6.89	7.03
7,001	15,000	7.91	7.91	8.46	8.63	8.81	8.98
15,001	30,000	9.58	9.58	10.25	10.46	10.66	10.88
30,001	50,000	11.25	11.25	12.04	12.28	12.52	12.77
50,001	Above	14.08	14.08	15.07	15.37	15.67	15.99
Volume Rate Per 1,000 Gal -- Wholesale							
1,000	30,000	6.43	6.43	6.88	7.02	7.16	7.30
30,001	60,000	8.22	8.22	8.80	8.97	9.15	9.33
60,001	Above	11.10	11.10	11.88	12.11	12.36	12.60

Average Residential Customer would see NO increase in Water rate in January 2026, but would see an increase of \$4.75 in October 2026



Recommended Rate Plan – Wastewater and Additional Fees

Average Residential Customer would see an increase of \$3.31 in their Wastewater rate in January 2026 and another increase of \$3.68 in October 2026.

Additional Fees		Current	Effective			Recommended	
			Jan-26	Oct-26	Oct-27	Oct-28	Oct-29
Water Acquisition Fee							
	5/8"	\$ 9.00	\$ 9.00	\$ 9.45	\$ 9.92	\$ 10.42	\$ 10.94
	3/4"	12.00	12.00	12.60	13.23	13.89	14.59
	1"	18.00	18.00	18.90	19.85	20.84	21.88
	1 1/2"	24.00	24.00	25.20	26.46	27.78	29.17
	2"	36.00	36.00	37.80	39.69	41.67	43.76
	3"	48.00	48.00	50.40	52.92	55.57	58.34
	4"	72.00	72.00	75.60	79.38	83.35	87.52
	6"	96.00	96.00	100.80	105.84	111.13	116.69
	8"	120.00	120.00	126.00	132.30	138.92	145.86
	10"	144.00	144.00	151.20	158.76	166.70	175.03

Wastewater Rates - All Classes		Current	Effective			Recommended	
			Jan-26	Oct-26	Oct-27	Oct-28	Oct-29
Residential Monthly Minimum Charge (includes 3,000 Gallons)		\$ 19.02	\$ 21.12	\$ 23.44	\$ 26.02	\$ 28.36	\$ 30.91
Commercial Monthly Minimum Charge (includes 3,000 Gallons)		23.65	26.26	29.14	32.35	35.26	38.43
Volume Rate/1,000 Gal 3,001 Above		5.55	6.16	6.84	7.59	8.27	9.02

NOTE: 1/Water Acquisition fee used to fund CVLGC and water acquisition reserve (\$1.0 m/yr);
2/WW current rates include 2% increase effective Oct. 2025.

Rate Plan Impact on W & WW Monthly Charges

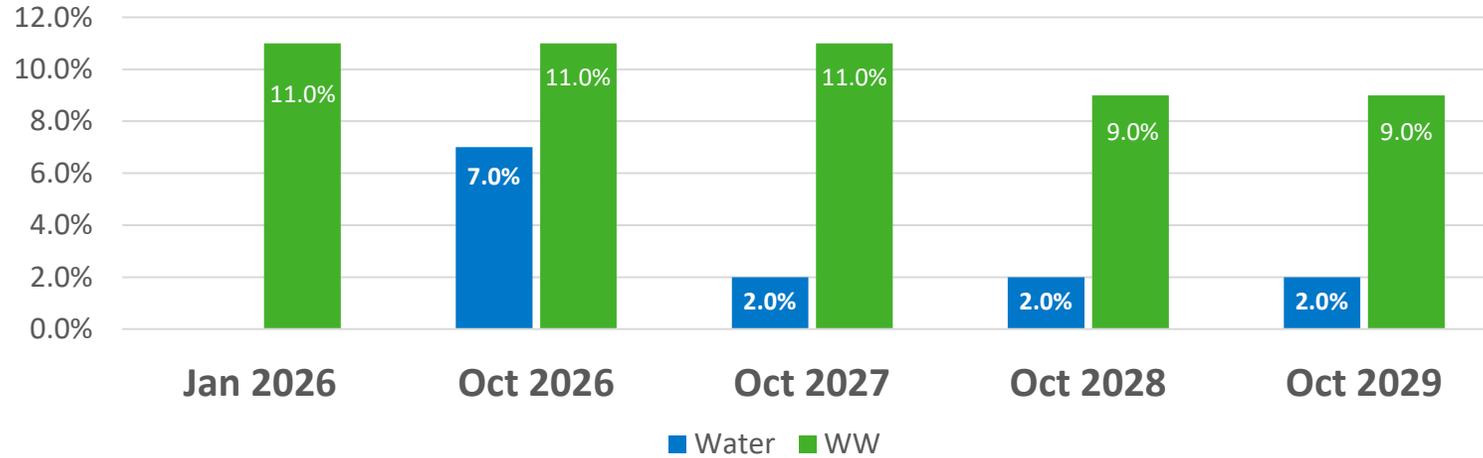


		Current	Effective			Recommended	
			Jan-26	Oct-26	Oct-27	Oct-28	Oct-29
Residential Monthly Charge - 5/8"							
1,000 Gal Water	1,000 Gal WW						
	Total	\$ 41.52	\$ 43.62	\$ 47.33	\$ 50.67	\$ 53.81	\$ 57.18
	Increase -- \$		2.09	3.72	3.34	3.13	3.37
7,500 Gal Water	5,000 Gal WW						
	Total	106.98	110.29	119.17	125.18	130.86	136.93
	Increase -- \$		3.31	8.88	6.01	5.68	6.07
15,000 Gal Water	5,000 Gal WW						
	Total	178.83	182.14	196.05	203.59	210.85	218.52
	Increase -- \$		3.31	13.91	7.54	7.25	7.67
Comm. & Multifamily Monthly Charge - 1"							
40,000 Gal Water	40,000 Gal WW						
	Total	654.68	679.86	737.44	777.86	815.64	856.15
	Increase -- \$		25.19	57.58	40.42	37.77	40.52

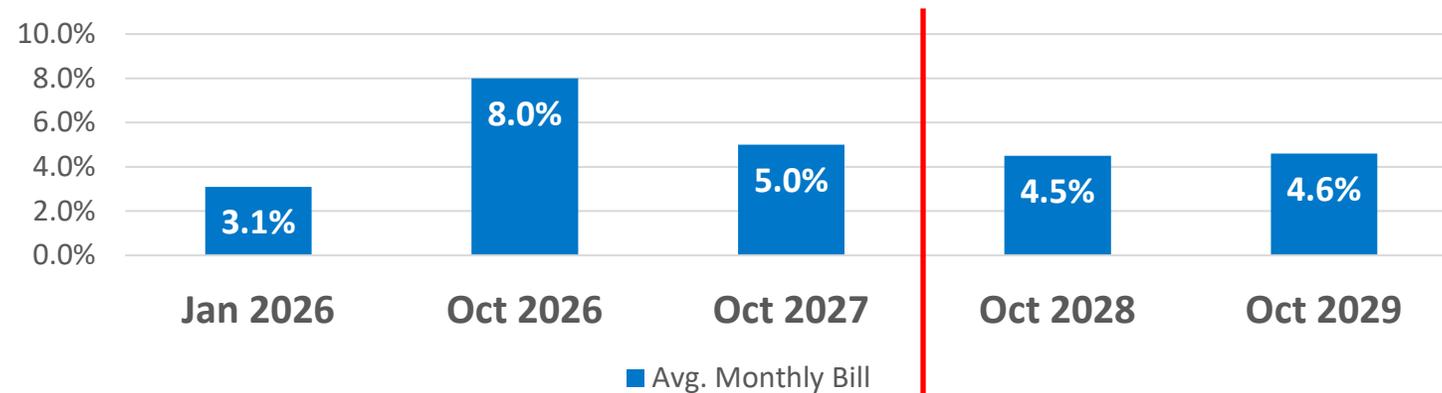
Impact of Rate Proposal



Percentage Rate Adjustments



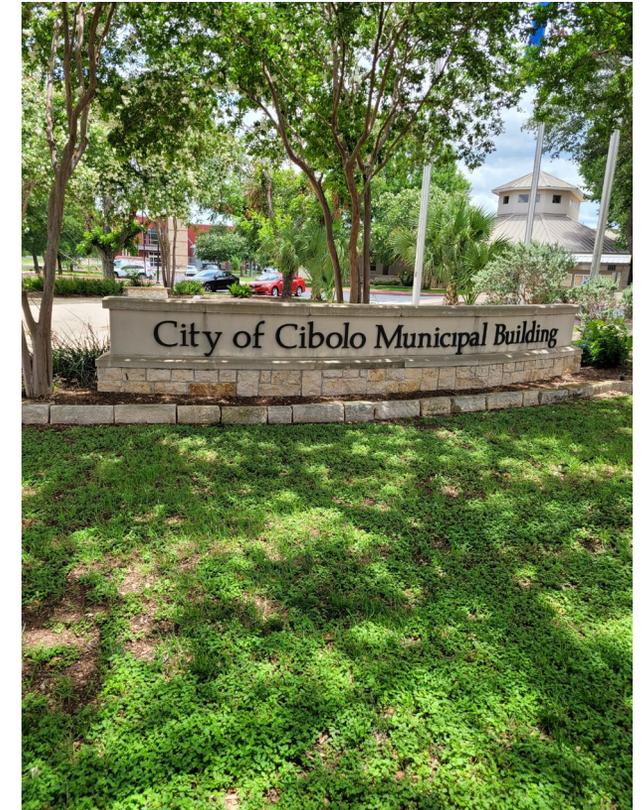
Percentage Impact on Average Residential User Monthly Charge
7,500 Gal Water; 5,000 Gal WW

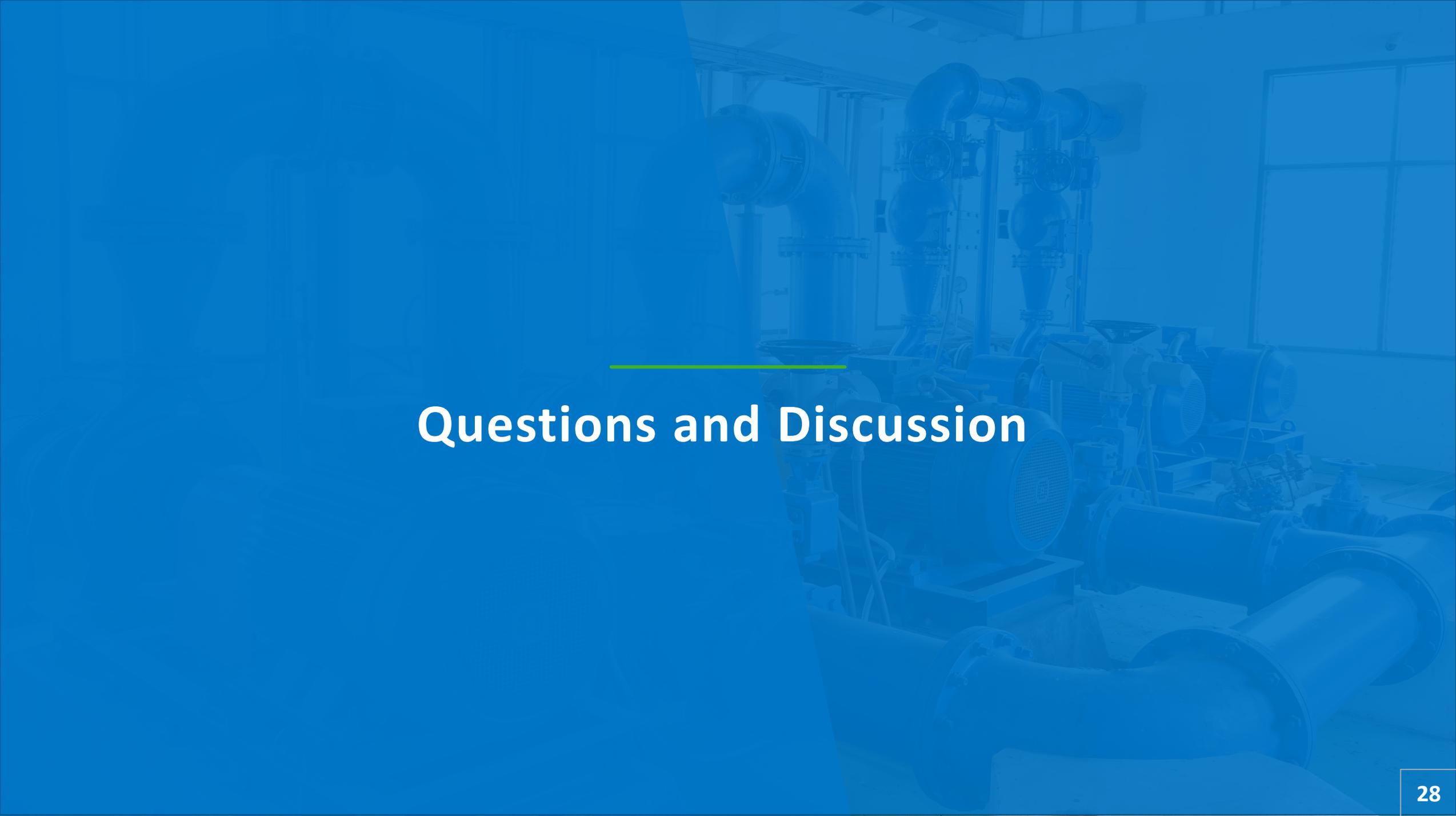


Summary and Next Steps



- Rate plan is required to maintain utility's financial health, fund CIP projects, and finance CCMA South WWTP expansion
- **Request direction from Council on following:**
 - Confirm use of Impact Fees to fund CIP to greatest extent possible to reduce new debt; and
 - 3 year vs. 5 year rate plan implementation



The background of the slide is a blue-tinted photograph of an industrial facility. It shows various pieces of machinery, including large pipes, tanks, and what appears to be a robotic arm or conveyor system. The scene is brightly lit, suggesting an indoor factory or laboratory environment.

Questions and Discussion

Disclosure



Willdan Financial Services ("Willdan") is registered as a "municipal advisor" pursuant to Section 15B of the Securities Exchange Act and rules and regulations adopted by the United States Securities and Exchange Commission ("SEC") and the Municipal Securities Rulemaking Board ("MSRB"). The MSRB has made available on its website (www.msrb.org) a municipal advisory client brochure that describes the protections that may be provided by MSRB rules and how to file a complaint with the appropriate regulatory authority. As part of its SEC registration Willdan is required to disclose to the SEC information regarding criminal actions, regulatory actions, investigations, terminations, judgments, liens, civil judicial actions, customer complaints, arbitrations and civil litigation involving Willdan. Pursuant to MSRB Rule G-42, Willdan is required to disclose any legal or disciplinary event that is material to Client's evaluation of Willdan or the integrity of its management or advisory personnel. Willdan has determined that no such event exists. Copies of Willdan's filings with the United States Securities and Exchange Commission can currently be found by accessing the SEC's EDGAR system Company Search Page which is currently available at: <https://www.sec.gov/edgar/searchedgar/companysearch.html> and searching for either Willdan Financial Services or for our CIK number which is 0001782739.

For the avoidance of doubt and without limiting the foregoing, in connection with any revenue projections, cash-flow analyses, feasibility studies and/or other analyses Willdan may provide the municipality with respect to financial, economic or other matters relating to a prospective, new or existing issuance of municipal securities of the municipality, (A) any such projections, studies and analyses shall be based upon assumptions, opinions or views (including, without limitation, any assumptions related to revenue growth) established by the municipality, in conjunction with such of its municipal, financial, legal and other advisers as it deems appropriate; and (B) under no circumstances shall Willdan be asked to provide, nor shall it provide, any advice or recommendations or subjective assumptions, opinions or views with respect to the actual or proposed structure, terms, timing, pricing or other similar matters with respect to any municipal financial products or municipal securities issuances, unless formally engaged to provide such information.



City Council Regular Meeting Staff Report

B. Discussion/Action to authorize the City Manager to submit a final incentive offer for Project Theo. (Mr. Hardin)

Meeting	Agenda Group
Monday, October 27, 2025, 6:30 PM	Discussion/Action Item: 11B.
From	
Clancy Hardin, Economic Development Manager	

PRIOR CITY COUNCIL ACTION:

Prior to this item City Council and the Planning and Zoning Commission have approved the following requests for the subject property:

UDC changes from MURE to Light Industrial:

City Council: July 2025

Planning and Zoning: June 2025

Height Variance Request:

City Council Meeting: August 2025

Planning and Zoning Meeting: July 2025

Annexation of subject property to complete the parcel (+/- 2.011 addition acres):

City Council Meeting August 2025

BACKGROUND:

Project Theo brief description: Project Theo is a fortune 500 company seeking to open the next generation distribution center in Cibolo at 3641 Santa Clara (formerly San Antonio Raceway). The project is proposed to have a minimum capital investment of \$450,000,000 and at least 425 FTE with wages above the median salary of the San Antonio MSA.

The City Manager's office along side the Economic Development Department staff have been working with our partners at Greater:SATX (regional economic development agency) and representatives from Project Theo since October of 2024. This process includes site feasibility, site selection, partner feasibility (GVEC, GVSUD and Guadalupe County), pre-development meetings and variance requests approved by Planning & Zoning and City Council. Earlier in this meeting City Council held a public hearing and was presented with an ordinance to establish "City of Cibolo Reinvestment Zone #2," which is a step required by Texas Property Redevelopment and Tax Abatement Act, Texas Tax Code Chapter 312, which applies to the abatement portion of the proposed incentives.

The attached documents represent the incentives that have been negotiated over the last 12+ months, subject property and tables representing the values for the City & Project Theo and a table showing how the Aisin Tax abatement/Rebate schedule was set up and performing.

The City Manager and Economic Development Department have proposed the following incentives for Project Theo:

City of Cibolo Incentive offer:

- 75% tax abatement of current full tax rate (Chapter 312) for a term of 10 years
- 50% property tax rebate of maintenance & operations (M&O) tax rate only for a term of 5 years
- Sales Tax (performance based incentive)
 - Project requested a 50/50 split of sales tax receipts from the City's \$0.01 sales tax)
 - Project representatives estimate at \$5,000,000 sales tax impact
 - Project's capped share would be \$2,500,000 of receipts
 - Note: Receipts in excess of the \$5,000,000 in sales tax would not qualify for the split

In addition to the City of Cibolo's incentives the Cibolo Economic Development Corporation has proposed a \$300,000 infrastructure reimbursement to paid in Year 1 on the agreement, preferred permitting fees in the amount of \$453,756.50, and workforce development in the amount of \$6,000.

The City Manager's office and Economic Development staff have also worked with Guadalupe County for an additional incentives at the County level. No decision or announcement has been made related to this and is

STAFF RECOMMENDATION:

Staff would like to thank members of City Council and the Planning and Zoning Commissioner for their previous approvals for height variances and annexation for this project.

Staff recommends approval of this item as the next step in negotiations with Project Theo.

FINANCIAL IMPACT:

Current ad valorem tax collected from the subject property for the City of Cibolo 2024 were: \$14,302.97

Should Project Theo close on the property, the Chapter 312 and Chapter 380 incentive agreements would then come to the City Council and the Cibolo Economic Development Corporation for final approval.

Based on the 2024 tax rate the City of Cibolo stands to gain a positive tax impact of \$9,760,936 over years 1-10 and years 11-15 (50% M&O) of \$15,880,268.

To break it down further: An overall return to the City of roughly \$10,000,000 at year 10, \$52,000,000 at year 20 (deal expires in year 15), and \$121,000,000 at year 30.

MOTION(S):

I move to authorize the City Manager to execute and submit the final incentive offer as proposed to Project Theo.

Attachments

[2024 Tax Statment 3641 Santa Clara.pdf](#)

[Project Theo Final Incentive Offer & Projections.pdf](#)

Office of Daryl John Tax Assessor-Collector
 Guadalupe Tax Office
 307 W. Court
 Seguin, TX 78155
 (830) 379-2315
 (830) 372-9940

2024 Tax Statement

Date	QuickRef ID
10/16/2025	R35842
CAD ID	Owner ID
70979	O0369552
Property Description	
Legal	
ABS: 313 SUR: G TORRES 126.443 AC.	
Property Location	
3641 SANTA CLARA RD	

Property ID: 2G0313-0000-02200-0-00



R35842
 RT INDUSTRIAL HOLDONGS LLC
 16515 BLANCO ROAD
 SAN ANTONIO, TX 78232

County Taxes Reduced By Additional Sales Tax 1,824.32

Property Values	
Land	1,244,922
Improvement	1,328,169
AG Market	0
AG Use	0
Timber Market	0
Timber Use	0
Cap Adjustment	0
Assessed	2,573,091

Tax Breakdown								
Tax Year	Taxing Unit	Tax Rate	Exemptions	Taxable	Tax	Tax Paid	Tax Due	
2024	City Of Cibolo	0.499000	0	2,573,091	12,839.72	12,839.72	0.00	
2024	Guadalupe County	0.262700	0	2,573,091	6,759.51	6,759.51	0.00	
2024	Lateral Roads	0.054000	0	2,573,091	1,389.47	1,389.47	0.00	
2024	Marion Isd	1.133900	0	2,573,091	29,176.28	29,176.28	0.00	
TOTAL					50,164.98	50,164.98	See TOTAL DUE	

TOTAL DUE IF PAID BY October 31, 2025	0.00
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IF YOU ARE 65 YEARS OF AGE OR OLDER OR ARE DISABLED, AND YOU OCCUPY THE PROPERTY DESCRIBED IN THIS DOCUMENT AS YOUR RESIDENCE HOMESTEAD, YOU SHOULD CONTACT THE APPRAISAL DISTRICT REGARDING ANY ENTITLEMENT YOU MAY HAVE TO A POSTPONEMENT IN THE PAYMENT OF THESE TAXES

Pay by	%	P&I	Total Due
Oct 2025		0.00	0.00
Nov 2025		0.00	0.00
Dec 2025		0.00	0.00
Jan 2026		0.00	0.00
Feb 2026		0.00	0.00
Mar 2026		0.00	0.00
Apr 2026		0.00	0.00
May 2026		0.00	0.00
Jun 2026		0.00	0.00
Jul 2026		0.00	0.00

-----detach and return bottom portion with payment-----

Property ID
R35842
Owner ID
O0369552
Property Location
3641 SANTA CLARA RD

Make check payable to:
 Office of Daryl John Tax Assessor-Collector
 Guadalupe Tax Office
 307 W. Court
 Seguin, TX 78155
 (830) 379-2315
 (830) 372-9940

TOTAL DUE IF PAID BY October 31, 2025	0.00
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%000000784722C0000120629

R35842
 RT INDUSTRIAL HOLDONGS LLC
 16515 BLANCO ROAD
 SAN ANTONIO, TX 78232

20240000R35842000000000000

IF THE PROPERTY DESCRIBED IN THIS DOCUMENT IS YOUR RESIDENCE HOMESTEAD, YOU SHOULD CONTACT THE OFFICE OF DARYL JOHN TAX ASSESSOR-COLLECTOR REGARDING A RIGHT YOU MAY HAVE TO ENTER INTO AN INSTALLMENT AGREEMENT DIRECTLY WITH THE OFFICE OF DARYL JOHN TAX ASSESSOR-COLLECTOR FOR THE PAYMENT OF THESE TAXES.

Project Spur/Theo



Total Proposed Incentive Package Financial Overview

Project Site: Alamo Racetrack near Aisin (IH-10) -> Current Annual Property Tax Value **\$13,000**

Incentive Terms:

Abatement/Rebate

15-year partial property tax abatement/ rebate:

Years 1 – 10: 75% of full tax rate (\$0.4990) abatement

- Estimated Revenue for Years 1-10: **\$9,760,936**

Years 11-15: 50% of M&O rebate tax rate (\$0.3197)

- Estimated Revenue for Years 11-15: **\$15,880,268**

Total value of abatement/rebate over 15-year term: **\$36,767,581**

Sales Tax (Performance Based Incentive)

- Project requested a 50/50 split of sales tax receipts from City's \$0.01 sales tax
- Project representatives estimate a \$5 million sales tax impact
- Project's capped share would be \$2.5 million of receipts
 - *Note: Receipts over the \$5 million in sales tax would not qualify for the split.*

Additional Incentives Offered

- Infrastructure reimbursement: \$300,000 (estimated cost in Year 1)
- Preferred permitting fees: \$453,756.50
- Workforce Development: \$6,000
- Working with Guadalupe County for additional incentives on county-level

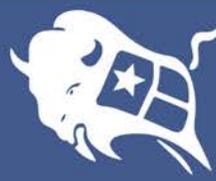
Requirements to Project from the City

- Required minimum investment: \$450 million, generating 425 FTE
- This company does operate brick-and-mortar stores, and City of Cibola staff would express a preference on a site plan to include a set back from I-10 of 20 acres for a future brick-and-mortar.

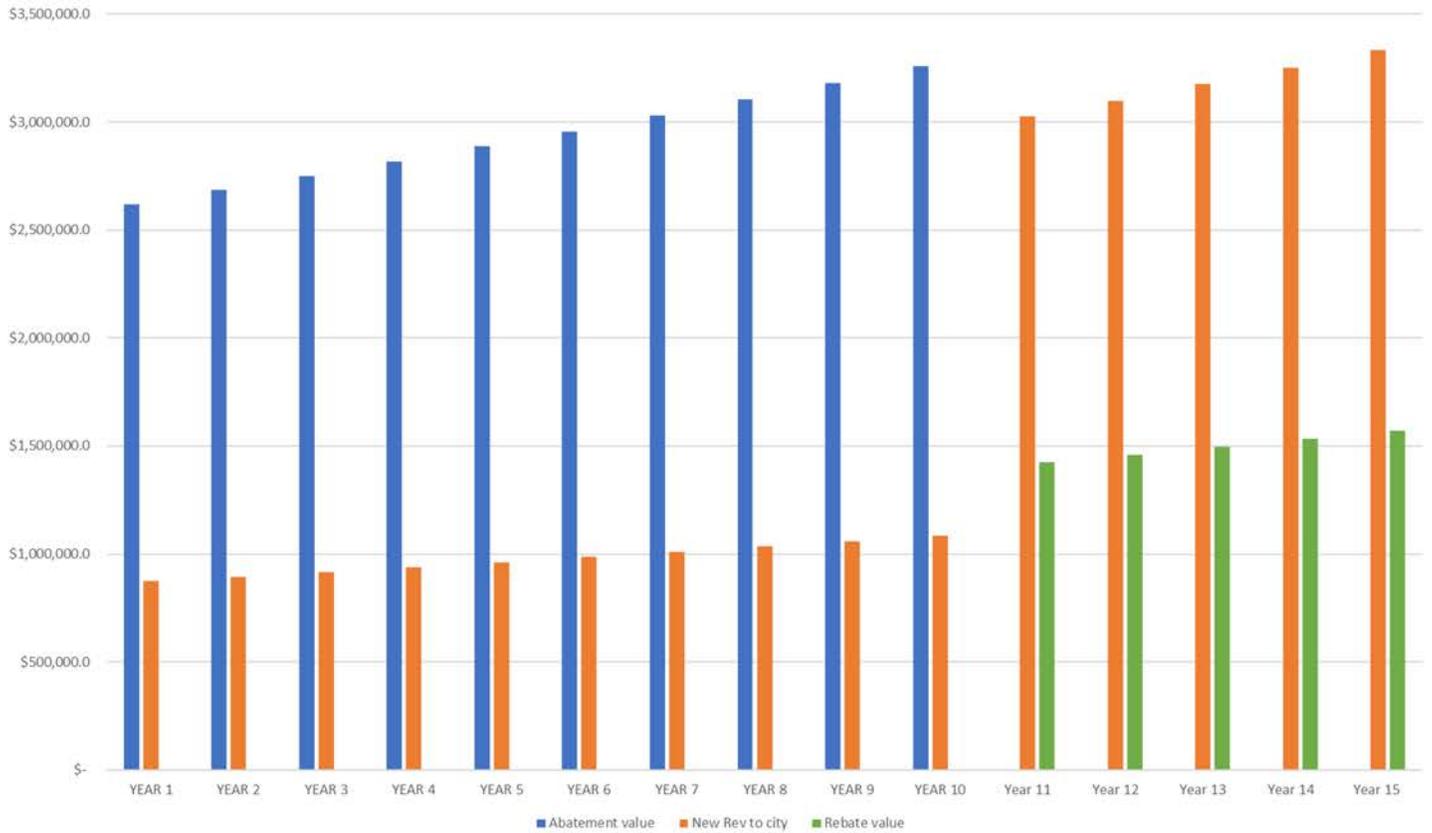
Overall Incentive Package & Return

An overall incentive package of **+\$32.5 million**, based on current project data.

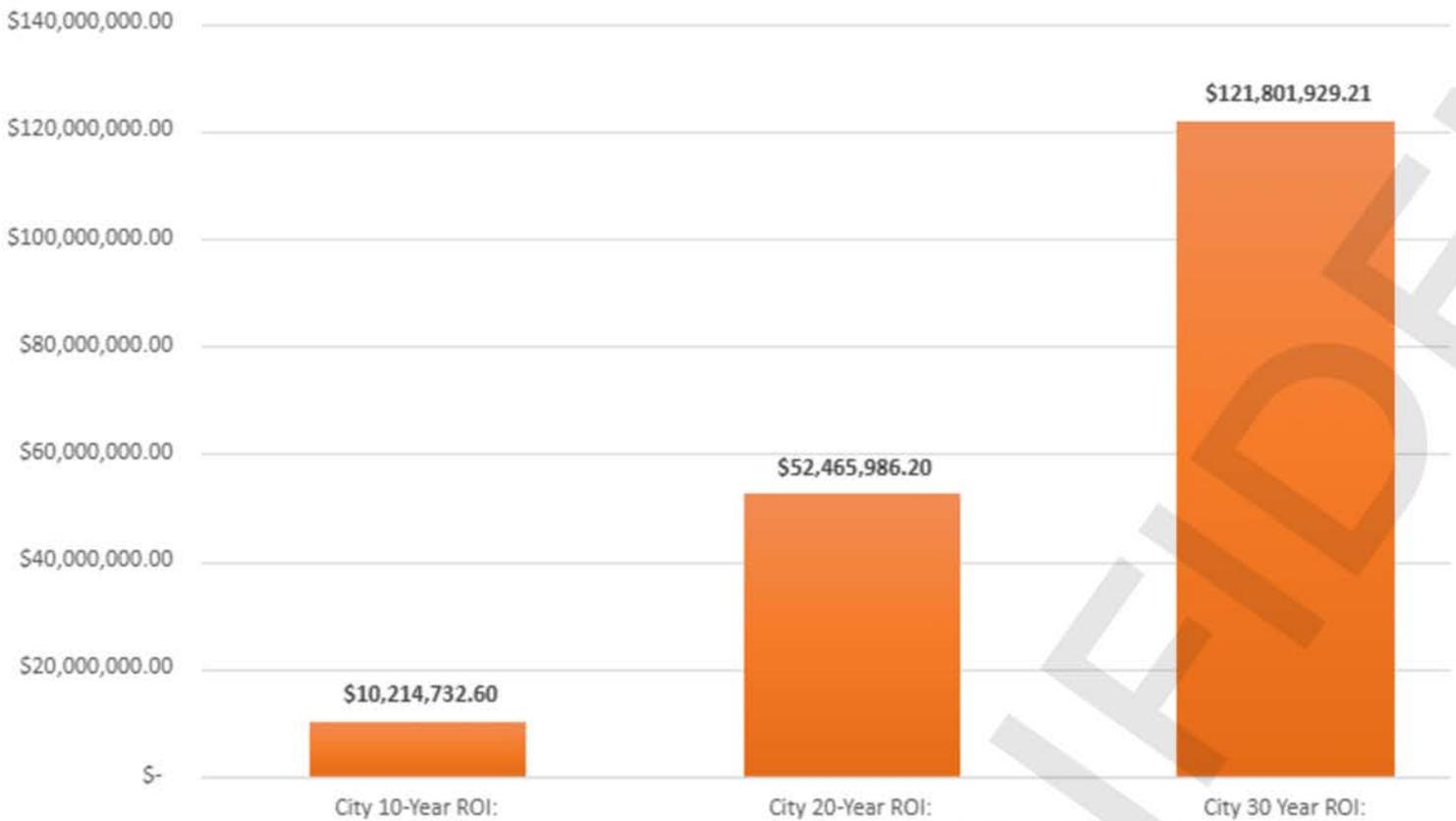
An overall return to the City of **+10 million Year 10**, **+52 million Year 20** and **+121 million Year 30**



Abatement value vs New Revenue (15 year full term)

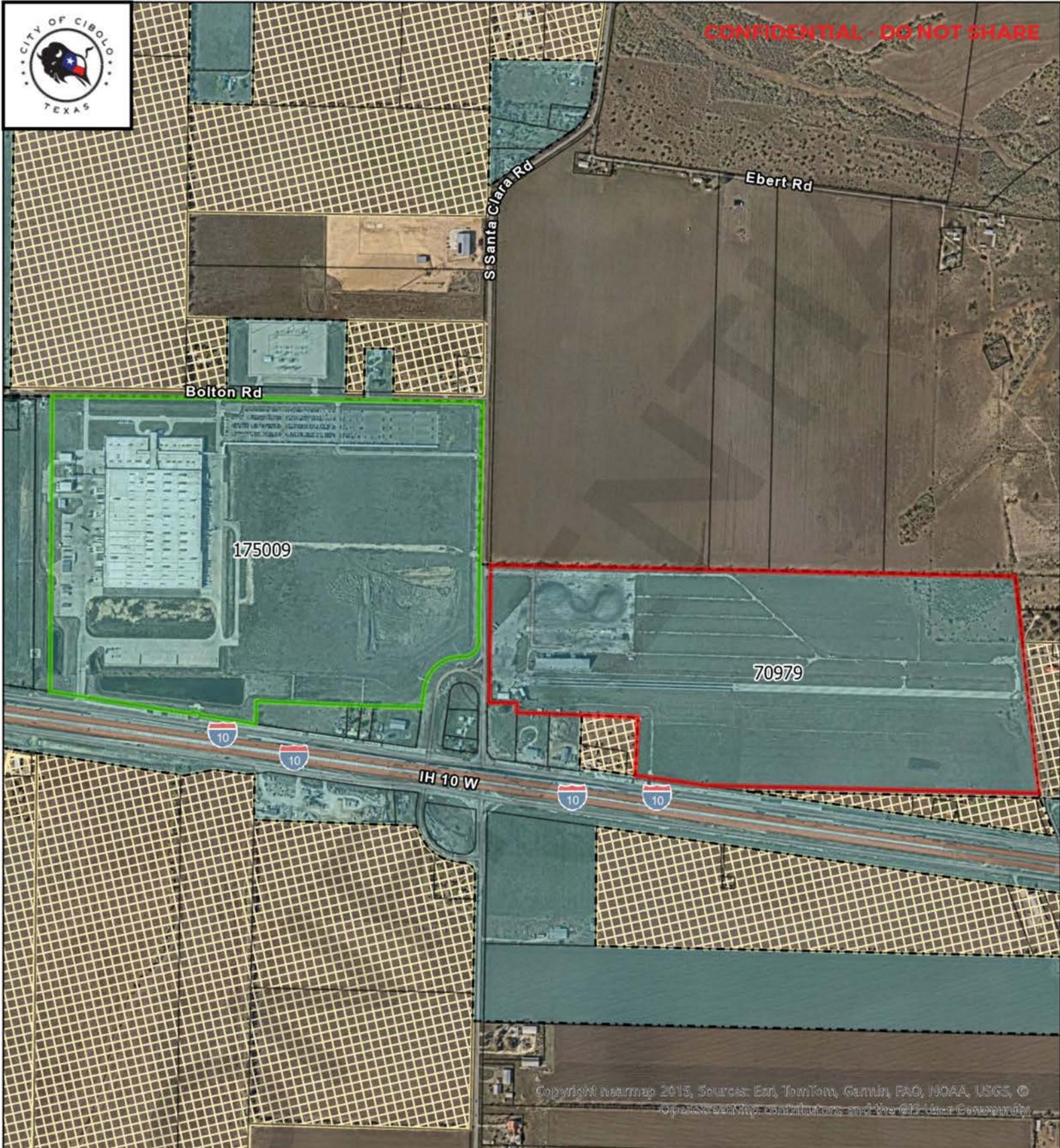


Revenue to City





CONFIDENTIAL - DO NOT SHARE



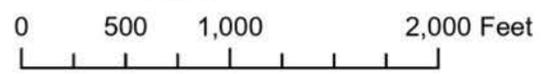
Copyright nearmap 2015, Sources: Esri, TomTom, Garmin, FAO, NOAA, USGS, © OpenStreetMap contributors, and the GIS User Community

Project Spur/Theo Mapping

Scale: 1:11,000

Legend

-  Raceway
-  Aisin
-  Guadalupe Parcel Boundaries
-  Cibolo City Limits
-  Cibolo ETJ



Aisin Tax Abatement/Rebate Schedule:

City of Cibolo

75% abatement for 10 years (2021-2031)
50% for rebate 5 years, 30% rebate for 5 years
(2031-2041)

Guadalupe County:

100% abatement for 10 years

Historic City Revenue

Prior to 2019 the project site was in ETJ and was not subject to City of Cibolo's ad valorem tax. The agreement went into effect January 1, 2022.

Aisin Incentive Performance YTD					
	TAX YEAR	PROPERTY VALUE	ABATED	ASSESSED VALUE*	TAX ASSESSED
improvements	2024	304,772,415	75%	76,193,104	380,204
land	2024	1,814,851	0%	1,814,851	9,056
equipment	2024	216,381,314	75%	54,095,329	269,936
non-abated material	2024	3,480,218	0%	3,480,218	17,366
inventory	2024	84,365,256	75%	21,091,314	105,246
					781,807
improvements	2023	176,227,061	75%	44,056,765	207,023
land	2023	2,258,428	0%	2,258,428	10,612
equipment	2023	154,227,822	75%	38,556,956	181,179
non-abated material	2023	2,052,264	0%	2,052,264	9,644
inventory	2023	87,596,108	75%	21,899,027	102,904
					511,361
improvements	2022	103,165,462	75%	25,791,366	124,701
land	2022	2,760,506	0%	2,760,506	13,347
equipment	2022	84,049,573	75%	21,012,393	101,595
non-abated material	2022	621,415	0%	621,415	3,005
inventory	2022	31,213,755	75%	7,803,439	37,730
					280,377
improvements	2021	85,259,093	0%	85,259,093	412,228
land	2021	926,987	0%	926,987	4,482
equipment	2021	10,329,162	0%	10,329,162	49,941
					466,651

*Assessed Value = The remaining 25% of the property value after the 75% abatement is applied

Note: City property tax revenues are applied to certificate of obligations in the amount of \$5 million for road improvements around the area of the facility as part of the deal.



City Council Regular Meeting Staff Report

C. Discussion/Action on City of Cibolo Employee Handbook policy review. (Ms. Taplin)

Meeting	Agenda Group
Monday, October 27, 2025, 6:30 PM	Discussion/Action Item: 11C.
From	
Elizabeth Taplin, Director of People & Performance	

PRIOR CITY COUNCIL ACTION:

July 22, 2025... The City Council received a presentation on the process and timeline for the review and update to the City of Cibolo Employee Handbook.

September 23, 2025... The City Council received the first of three (3) batches of personnel policies for review and feedback.

October 14, 2025 ... The City Council reviewed the second of three batches of personnel policies for review and feedback.

BACKGROUND:

The City of Cibolo Employee Handbook is under review and editing at Council direction. The previous presentations were on September 23rd and October 14th. This is the third of three presentations. This process gives Council time to review policies over several Council meetings so that questions can be asked and any direction from Council taken prior to final approval.

Staff will provide a final presentation at the November 18th City Council meeting and seek Council approval of the City of Cibolo Employee Handbook by resolution.

STAFF RECOMMENDATION:

Review handbook policies included in Review #3.

FINANCIAL IMPACT:

N/A

MOTION(S):

I move to direct staff to bring these policies back for approval at the November 18th City Council meeting.

Attachments

[Handbook Policy Review #3 10.27.25.pdf](#)

[3 Attendance and Punctuality.pdf](#)

[3 Dress Code.pdf](#)

[3 Intimate Relationships.pdf](#)

[3 Privacy.pdf](#)

[3 Solicitation and Distribution.pdf](#)

[3 Telework.pdf](#)

[4 Employment Classifications.pdf](#)

[4 Pay Class Changes.pdf](#)

[4 Payroll Deductions.pdf](#)

[6 Access to Facilities.pdf](#)

[6 Essential Employees, Inclement Weather, Emergency Conditions.pdf](#)

[6 Fitness for Duty.pdf](#)

[6 Inprocessing, Outprocessing.pdf](#)

[6 Introductory Period.pdf](#)

[6 Modified Duty.pdf](#)

[6 Nepotism.pdf](#)

[6 Pre Employment Screening.pdf](#)

[6 Professional Development and Training.pdf](#)

[6 Recruitment.pdf](#)

[6 Risk Management.pdf](#)

[7 Resignation and Termination.pdf](#)



City of Cibolo

Handbook Review #3

Presented by Elizabeth Taplin, People and Performance Mgmt Director
October 27, 2025



Presentation Overview

- 1. Questions for Council**
- 2. Proposed Process for FY25 Review**
- 3. Policy Direction from Council**
- 3. Policies for Review**
- 4. Next Steps**
- 5. Resources for Handbook Policies Review**
- 6. Council Feedback and Direction**



Questions for Council

- 1. Does Council have any questions regarding the policies presented this evening?**
- 2. Do you have direction in preparation for presenting the final handbook for review on November 18th?**

Proposed Process for FY25 Review



“Buckets” of Policies for Review



Policy Direction from Council

Policies from Review 9/23/2025- None

Policies from Review 10/14/2025

Compensable Time/Work Time- Employee out of state travel time must come before Council for approval

Bereavement Leave- Employees must use bereavement leave “within the time of death,” not holding onto the time

Sick Leave Pool- emphasis on the voluntary nature; employees must voluntarily donate their leave at separation

Conducting Personal Business- comment regarding monitoring personal business while employees telework



Policies from Review 9/23/2025

Section 1: Welcome and Introduction

- Development of Employee Handbook

Section 2: Compliance

- Code of Ethics and Standard of Conduct
- EEOC/Title VII
- Complaints Process for Title VII
- ADAA
- FMLA
- USERRA
- Mother-Friendly Worksite
- Whistleblower
- Drug- and- Alcohol Free Workplace

Section 3: Working Conditions & Employee Conduct

- Violence in the Workplace

Section 4: Compensation

- Longevity
- Overtime and Comp Time

Section 5: Benefits and Leave

- Benefits Programs
- TMRS and Retirement Benefits
- Work Comp/Return to Work/Fit for Duty
- Employee Assistance Program
- Unemployment Compensation

Section 6: Employment

Section 7: Employee Relations

- Grievance



Policies from Review 10/14/2025

Section 1: Welcome and Introduction

Section 2: Compliance

- Fair Labor Standards Act (FLSA)

Section 3: Working Conditions & Employee Conduct

- Cell Phone and Other Electronics Use at Work
- **Conducting Personal Business While at Work**
- Political Activity
- Social Media Use
- Tobacco Free Campus
- Weapons in the Workplace

Section 4: Compensation

- Compensation
- **Compensable Time/Work Time**
- Overtime and Comp Time
- Pay Days
- Position Descriptions (Job Descriptions)

Section 5: Benefits and Leave

- Leave Administration
- Administrative Leave
- **Bereavement Leave**
- City Holidays
- Inclement Weather Leave
- Jury Duty/Witness Duty Leave
- Leave Without Pay
- Mental Health Leave for Public Safety
- Military Leave
- Paid Parental Leave
- Police Injury Leave
- Sick Leave, **Sick Leave Pool**
- Vacation Leave

Section 6: Employment

Section 7: Employee Relations

- Performance Evaluations
- Performance Improvement Plans
- Progressive Discipline



Policies for Review for Tonight

Section 1: Welcome and Introduction

Section 2: Compliance

Section 3: Working Conditions & Employee Conduct

- Attendance and Punctuality
- Solicitation and Distribution
- Dress Code
- Intimate Relationships
- Privacy
- Telework

Section 4: Compensation

- Employee Classification
- Pay Class Changes
- Payroll Deductions

Section 5: Benefits and Leave

Section 6: Employment

- Access to Facilities
- Essential Employees
- Fitness for Duty
- In-Processing/Out-Processing
- Introductory Period
- Modified Duty
- Nepotism
- Pre-Employment Screening
- Professional Development
- Recruitment
- Risk Management

Section 7: Employee Relations

- Resignation and Termination



Next Steps

October 14 City Council meeting:
Handbook Policy Review #2

October 27 City Council meeting:
Handbook Policy Review #3

**November 18 City Council meeting:
Final City Council approval of the
City of Cibolo Employee Handbook**



Resources Used

Employee Handbook approved January 2019 and Supplemental Policies

V:\People & Performance\Policies\CoC Employee Handbook

Texas Municipal League Legislative Update to TMHRA

<https://vimeo.com/1101991375/6c7d9780b2?share=copy>

Texas Municipal Human Resources Association “Strongly Recommended Policies”

<https://tmhra.org/strongly-recommended-policies/>

Neighboring Cities: Cities of Schertz, New Braunfels, Boerne

City of Schertz- <https://www.schertz.com/DocumentCenter/View/13321/Employee-Handbook-FINAL>

City of New Braunfels- <https://newbraunfels.gov/2321/Policy-Library>

City of Boerne- provided as requested

State of Texas Statutes

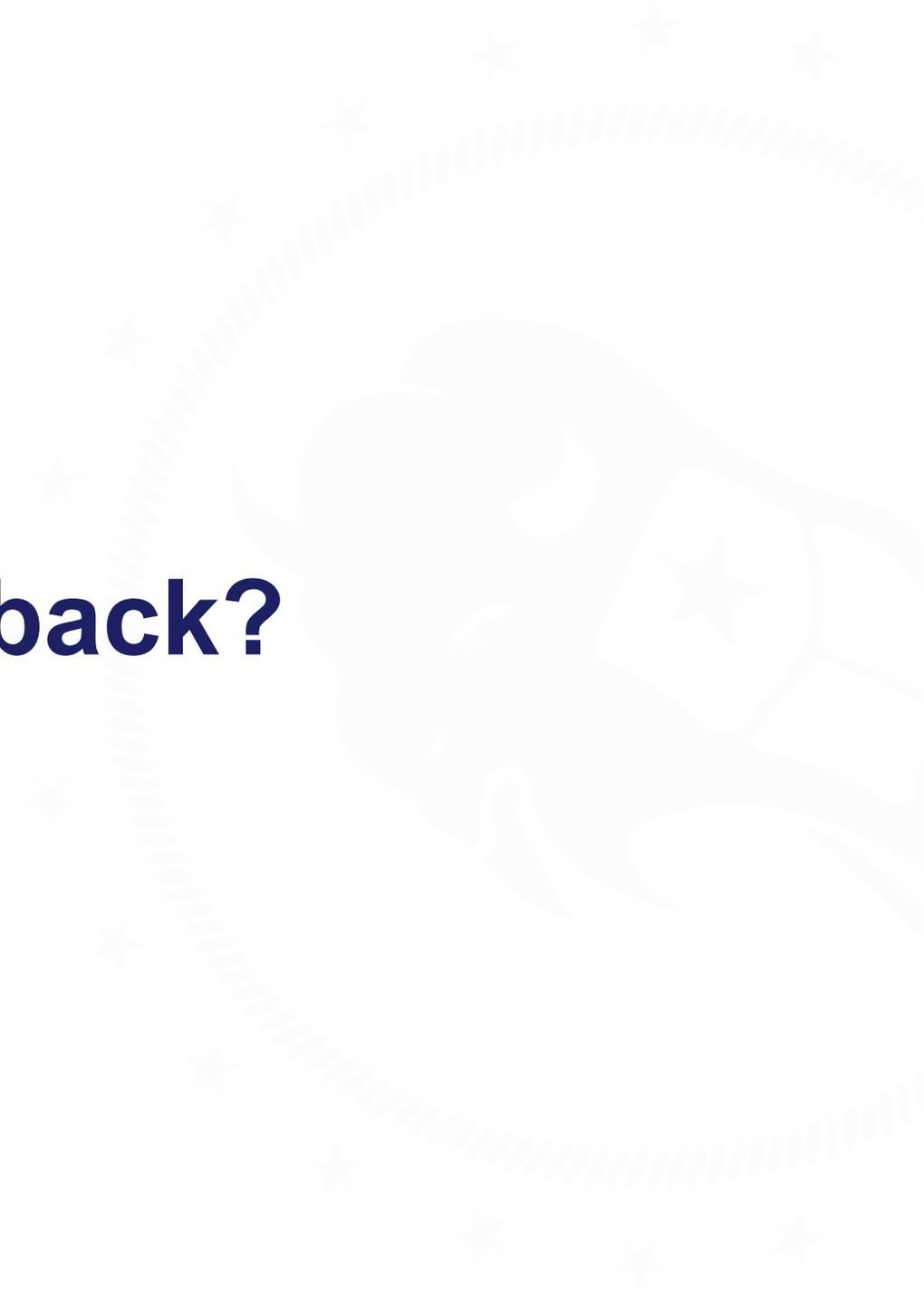


Council Feedback and Direction

- 1. Does Council have any questions regarding the policies presented this evening?**
- 2. Do you have direction in preparation for presenting the final handbook for review on November 18th?**



Questions/Feedback?





CITY OF CIBOLO Employee Handbook Policy

Number: 3.XX
Supersedes: N/A
City Council Approval Date:
XXX XX, 2025

Attendance and Punctuality

This policy is intended to provide guidance on the City of Cibolo's operations and internal procedures. While it reflects current practices, it is not a contract and does not guarantee continued employment. The City of Cibolo (City) reserves the right to modify, update, or rescind any part of this policy as needed to reflect organizational needs or legal requirements. The City Manager retains the discretion to revise internal policies and procedures with City Council approval and to make employment decisions in accordance with applicable law. Nothing in this policy alters the at-will employment relationship between the City and its employees. However, the City is committed to treating all employees fairly, consistently, and with respect throughout their employment.

The purpose of this policy is to establish clear expectations for employee attendance and punctuality in order to ensure the efficient operation of City of Cibolo services and maintain fairness and accountability across all departments.

All employees are expected to report to work regularly and on time. Reliable attendance and punctuality are essential to maintaining effective public service and supporting coworkers and departments in meeting operational needs.

Regular Attendance

Employees are expected to work all scheduled shifts unless prior approval for leave has been granted or there is a valid reason for an absence.

Punctuality

Employees must report to work at their designated start time. Frequent tardiness or leaving early without authorization may result in disciplinary action.

Reporting Absences

Employees must notify their supervisor as soon as possible, and no later than one hour before the start of their shift, if they are unable to report to work.

Acceptable methods of communication include:

- Phone call to the supervisor or to the department as described in department policy;
- Text message to the supervisor's official work phone, if such a phone is provided and designated for this purpose.

Text messages are only acceptable if the supervisor has an assigned City work phone or has officially communicated that they may be contacted by text for scheduling or call-offs. Texting a

personal phone without prior approval is not acceptable. Texts or messages through coworkers are not considered proper notification unless pre-approved.

Absences protected under the Family and Medical Leave Act (FMLA), Americans with Disabilities Act (ADA), or other applicable law will not be treated as policy violations, provided employees give notice consistent with those laws.

Unauthorized Absences

Employees are expected to report to work as scheduled and to follow established procedures for requesting and reporting time off. Failure to report for work without proper notification or approval will be considered an unauthorized absence and may result in disciplinary action, up to and including termination.

An unauthorized absence occurs when an employee:

- Fails to report to work as scheduled without notifying their supervisor in accordance with the department's call-in procedure;
- Leaves work without supervisor approval;
- Takes time off that has not been approved or properly requested;
- Fails to return to work after a leave of absence, vacation, or suspension without notice or explanation; or
- Is absent from duty without reasonable cause or justification.

Voluntary Termination Due to No Call/No Show

If an employee is absent for three consecutive workdays without notifying their supervisor or department as described in department policy, the absence will be considered a voluntary resignation (job abandonment). HR must attempt "reasonable contact" before processing as voluntary resignation and document such efforts. The employee will be removed from payroll, and the separation will be documented as a voluntary termination.

Exceptions may be made if it is shown that the employee was unable to contact the employer due to verifiable emergency circumstances.

Absences later found to be protected under federal or state law will be reclassified appropriately. Employees who are unable to report due to emergency or medical situations must provide supporting documentation when requested.

Supervisors are responsible for maintaining accurate records of attendance and reporting patterns of absenteeism or tardiness to the People and Performance Department. Each case will be evaluated individually, taking into account the employee's overall attendance history and any mitigating factors.

Failure to comply with this policy may result in disciplinary action, up to and including termination. Disciplinary measures will be administered in accordance with Policy 7.xx, Progressive Discipline, if applicable.



CITY OF CIBOLO Employee Handbook Policy

Number: 3.XX

Supersedes:

Employee Handbook (Jan 2019)

1.5.01

City Council Approval Date:

XXX XX, 2025

Dress Code

This policy is intended to provide guidance on the City of Cibolo's operations and internal procedures. While it reflects current practices, it is not a contract and does not guarantee continued employment. The City of Cibolo (City) reserves the right to modify, update, or rescind any part of this policy as needed to reflect organizational needs or legal requirements. The City Manager retains the discretion to revise internal policies and procedures with City Council approval and to make employment decisions in accordance with applicable law. Nothing in this policy alters the at-will employment relationship between the City and its employees. However, the City is committed to treating all employees fairly, consistently, and with respect throughout their employment.

The City is committed to maintaining a professional, respectful, and safe workplace. Employees are expected to dress in a manner that reflects positively on the City and supports the nature of their work.

All employees must:

- Maintain a clean, neat, and professional appearance appropriate to their role;
- Dress safely and appropriately for the duties and physical environment of their position;
- Follow their department's specific dress code policy, which may include uniforms, safety gear, or attire standards aligned with the services provided.

If there is ever uncertainty, employees should review their department's policy and seek clarification from their supervisor. Employees are responsible for understanding and complying with their department's requirements.

Religious and Cultural Accommodation

The City will make reasonable accommodations for sincerely held religious, cultural, or ethnic beliefs and practices related to dress or grooming unless doing so creates an undue hardship or safety risk. Employees seeking accommodation should contact the People and Performance Department to initiate an accommodation request.

CROWN Act

In compliance with the Texas CROWN Act (HB 567, 88th Texas Legislature, eff Sept. 1, 2023), the City prohibits discrimination based on hair texture or protective hairstyles, including but not limited to braids, locs, twists, and bantu knots.

Wayne Reed, City Manager



CITY OF CIBOLO Employee Handbook Policy

Number: 3.XX

Supersedes:

Employee Handbook (Jan 2019)

1.5.08

City Council Approval Date:

XXX XX, 2025

Intimate Relationships

This policy is intended to provide guidance on the City of Cibolo's operations and internal procedures. While it reflects current practices, it is not a contract and does not guarantee continued employment. The City of Cibolo (City) reserves the right to modify, update, or rescind any part of this policy as needed to reflect organizational needs or legal requirements. The City Manager retains the discretion to revise internal policies and procedures with City Council approval and to make employment decisions in accordance with applicable law. Nothing in this policy alters the at-will employment relationship between the City and its employees. However, the City is committed to treat all employees fairly, consistently, and with respect throughout their employment.

The City is committed to maintaining a professional, respectful, and productive work environment for all employees. While the City does not seek to interfere in the private lives of its employees, intimate relationships within the workplace can create actual or perceived conflicts of interest, favoritism, or issues that may undermine morale or trust. To preserve the integrity of the workplace and ensure compliance with ethical standards, this policy requires the disclosure of intimate relationships where a reporting relationship or potential conflict of interest exists.

Intimate relationship is defined as: a romantic, sexual, or close personal relationship outside the workplace that could reasonably create a perception of favoritism, conflict of interest, or bias.

Senior Staff

Romantic and/or intimate relationships between Department Directors and other City employees is prohibited.

Supervisors

Any employee in a supervisory position (such as a manager or supervisor) must immediately report any intimate relationships (i.e., sexual relationship) with any City employee, whether under their supervision or not, to the People and Performance Department. The Director of People and Performance or their designee will document the notification and inform the City Manager. A supervisor engaged in such relationships is prohibited from serving in a decision-making role for that employee. Failure of the supervisor to immediately disclose this relationship may result in disciplinary action.

Support Staff

Romantic relationships between City employees and employees in Finance, People and Performance, Information Services, or the City Manager's Office are prohibited. These positions support all departments and a romantic relationship with any employee and an employee from one of these departments could foster a perception of impropriety.

Procedures

Employees who are engaged in a personal relationship with other employees should refrain from personal conduct on City premises which could create tension with coworkers and causes other employees to feel uncomfortable and/or offended. If a conflict of interest is present in a relationship, the City will endeavor to find a solution to eliminate the conflict of interest so that one employee is no longer able to unduly influence and/or favor the other.

Such solutions may include the transfer of one of the employees to another location or position. If no accommodation can be found, the City may require one of the pair to resign or be terminated within a 60-day notification. Relationships existing prior to this policy being adopted may continue, but the pair must disclose the relationship to the Director of People and Performance and refrain from personal conduct on City premises which could create tension with coworkers and causes other employees to feel uncomfortable and/or offended. The Director of People and Performance will document the notification and inform the City Manager.

Failure to disclose an intimate relationship described within this policy or that may create a conflict of interest may result in:

- Disciplinary action, up to and including termination;
- Reversal or review of employment decisions made during the undisclosed relationship; and
- Reassignment or restructuring of job responsibilities.

Disclosures and any resulting actions will be handled with discretion and confidentiality, shared only with those who need to know to address the issue appropriately. Retaliation against any employee for making a disclosure or participating in a related process is strictly prohibited.

Wayne Reed, City Manager



CITY OF CIBOLO Employee Handbook Policy

Number: 3.XX

Supersedes:

Employee Handbook (Jan 2019)

1.5.07

City Council Approval Date:

XXX XX, 2025

Privacy

This policy is intended to provide guidance on the City of Cibolo's operations and internal procedures. While it reflects current practices, it is not a contract and does not guarantee continued employment. The City of Cibolo (City) reserves the right to modify, update, or rescind any part of this policy as needed to reflect organizational needs or legal requirements. The City Manager retains the discretion to revise internal policies and procedures with City Council approval and to make employment decisions in accordance with applicable law. Nothing in this policy alters the at-will employment relationship between the City and its employees. However, the City is committed to treating all employees fairly, consistently, and with respect throughout their employment.

The City is committed to safeguarding the privacy of personal and sensitive information in accordance with applicable privacy laws. However, employees of the City should be aware that, as users of government-owned systems, equipment, and facilities, they do not have a reasonable expectation of privacy when using City resources. This policy clarifies the City's position regarding privacy, access, and monitoring of information systems, and ensures responsible use of government assets while protecting the integrity and accountability of public service.

The purpose of this policy is to:

- Ensure compliance with applicable privacy, data protection, and public records laws;
- Define the limits of employee privacy in the workplace;
- Inform employees that City resources are subject to monitoring and access; and
- Protect the City's digital and physical infrastructure from misuse or unauthorized access.

This policy applies to all employees who use or access City-owned:

- Computer systems, email, networks, mobile devices, and internet services;
- Telephone systems, voicemail, printers, scanners, and other communication tools;
- Office space, vehicles, lockers, desks, or any City-provided equipment or facilities.

All information created, stored, transmitted, or received using City-owned systems and devices is the property of the City. Employees should understand that:

- The City reserves the right to monitor, access, audit, and disclose any use of its systems at any time, with or without notice;
- Personal use of City systems, even if permitted within policy guidelines, is not private; and
- Physical workspaces (e.g., offices, desks, lockers) are subject to inspection and are not considered private.

To ensure the integrity, security, and proper use of City systems and data, the City may monitor or audit:

- Emails, messages, files, and communications sent or received via City accounts;
- Internet usage, including websites visited and online activities;
- System logs and access records;
- Use of City-issued mobile devices and telephones;
- Physical access to buildings and secure areas.

Monitoring may be conducted for purposes such as:

- Investigating policy violations or suspected misconduct;
- Ensuring compliance with legal obligations;
- Preventing unauthorized access or data breaches;
- Supporting internal audits or legal proceedings.

All records created or received in the course of official City business may be subject to:

- Public records requests under state open records or freedom of information laws;
- Disclosure during investigations or legal proceedings, including disciplinary or criminal matters;
- Archiving and retention requirements under records management legislation.

Employees are responsible for managing information in accordance with the City's records retention and data classification policies.

Employees must use City resources responsibly and in compliance with this and related policies, refrain from storing or transmitting sensitive personal content on City systems and understand that workplace communications and materials may be accessed or disclosed.

Supervisors and Managers must ensure their staff understand this policy and the lack of privacy in City systems, address any violations or misuse of resources, and consult with Information Services for monitoring or access concerns.

Violations of this policy may result in disciplinary action, up to and including termination of employment, and may also lead to civil or criminal penalties where applicable.

Wayne Reed, City Manager



CITY OF CIBOLO Employee Handbook Policy

Number: 3.XX
Supersedes: N/A
City Council Approval Date:
XXX XX, 2025

Solicitation and Distribution

This policy is intended to provide guidance on the City of Cibolo's operations and internal procedures. While it reflects current practices, it is not a contract and does not guarantee continued employment. The City of Cibolo (City) reserves the right to modify, update, or rescind any part of this policy as needed to reflect organizational needs or legal requirements. The City Manager retains the discretion to revise internal policies and procedures with City Council approval and to make employment decisions in accordance with applicable law. Nothing in this policy alters the at-will employment relationship between the City and its employees. However, the City is committed to treating all employees fairly, consistently, and with respect throughout their employment.

The City is committed to maintaining a productive, respectful, and disruption-free workplace. This Solicitation and Distribution Policy is designed to ensure that City employees are able to perform their duties without undue interruption from non-work-related solicitations or distributions during work hours or in work areas.

Employees may not engage in solicitation or distribution activities that interfere with work, compromise safety, or disrupt operations. The City restricts certain types of solicitation and the distribution of materials to maintain efficiency, professionalism, and focus on public service.

Unless authorized in writing by the Director of People and Performance, employees may not engage in the following while on duty, on City property or conducting City business off City property:

- Soliciting donations, memberships, or contributions (for charities, clubs, political campaigns, religious causes);
- Selling goods or services (personal businesses, fundraising items, event tickets);
- Distributing literature, flyers, or promotional materials unrelated to City business;
- Soliciting for or against union representation during work time of either the solicitor or the recipient, except as allowed under applicable labor laws;
- Distribution of any non-work-related material in work areas during working time;
- Distribution in common areas (lobbies, break rooms, parking lots) if it causes disruption or interferes with City operations.

This policy does not prohibit:

- City-sponsored charitable drives approved by the City Manager or Director of People and Performance;
- Notices posted on City bulletin boards with prior authorization;
- Discussions or activities protected by applicable labor laws, such as those related to union organizing during non-working time in non-work areas.

Non-employees, including vendors, sales representatives, and the public, are prohibited from soliciting or distributing materials on City property at any time, unless invited for official business and authorized by the appropriate department.

Wayne Reed, City Manager



CITY OF CIBOLO Employee Handbook Policy

Number: .3XX
Supersedes: N/A
City Council Approval Date:
XXX XX, 2025

Telework

This policy is intended to provide guidance on the City of Cibolo's operations and internal procedures. While it reflects current practices, it is not a contract and does not guarantee continued employment. The City of Cibolo (City) reserves the right to modify, update, or rescind any part of this policy as needed to reflect organizational needs or legal requirements. The City Manager retains the discretion to revise internal policies and procedures with City Council approval and to make employment decisions in accordance with applicable law. Nothing in this policy alters the at-will employment relationship between the City and its employees. However, the City is committed to treating all employees fairly, consistently, and with respect throughout their employment.

The City seeks to maximize the use of technology, productive work environments, and efficient use of City resources by encouraging telework opportunities within the organization. This formal telework framework arrangement ensures transparency, preserves public trust, and provides guidance for assessing the appropriateness of the work arrangement.

The City's goal is to create flexible work arrangements that will help in recruiting and retention of employees in jobs who can accomplish their work effectively while providing seamless service without disruption to City services. Under this policy, eligible employees may be authorized by the Department Director to telework up to two days per week.

Telework does not change the duties, obligations, responsibilities, or terms and conditions of City employment. Telework employees must comply with all City rules, policies, practices, and instructions. Telework will only be approved if it maintains or improves existing customer service levels, productivity can be validated and does not negatively impact the City's ability to serve the community.

A telework employee must be available, accessible, and perform work during regularly scheduled telework hours. Employees may not engage in activities while teleworking that would not be permitted at the regular worksite, such as child, elder, or other dependent care. Telework employees may attend to personal business during unpaid lunch periods, as they would at the regular worksite. The Telework Policy and program is intended to be cost neutral.

The City will work with each telework employee to ensure they are set up for success. This includes providing a City issued computer, ensuring electronic access to tools and software, providing office supplies, and sharing best practices and resources for effective telework. The City will not provide telework employees with office equipment or furniture needed to establish an alternate worksite (e.g. desk, chair, fax, copier) and assumes no responsibility for setting up or operating costs at an alternate worksite (telephone or internet services).

While working on City business, employees are required to use a City issued computer to ensure City privacy and security requirements are met.

Eligibility

Eligibility for telework is based on both the position and the employee.

A. Position Eligibility

Eligibility for telework is determined by the City. The City may consider the following factors in determining if an employee and position are suitable for telework:

- Job duties;
- Nature of work and/or supervisory responsibilities performed;
- Access to position specific software packages;
- Efficiency of work processes;
- Effectiveness of existing project teams;
- Productivity of work can be validated;
- Operational needs of the City and/or department; and
- Impact on ability to provide quality customer service.

B. Employee Eligibility

Employees may be suitable for telework when their personal and professional characteristics, as determined by their supervisor, include:

- Demonstrated dependability and responsibility;
- Effective and timely communication with supervisors, coworkers, and clients;
- The ability to work independently with a high level of skill and knowledge of the job;
- A consistently high rate of productivity; and
- The ability to prioritize work effectively through organizational and time management skills.

Telework may also be approved as a reasonable accommodation under the ADA when supported by medical documentation and consistent with essential job duties.

Telework Agreement

Any employee who wishes to telework must submit a Telework Agreement to their Department Director and supervisor for review; the Department Director will review and approve. The City will provide a standard agreement form. Terms of the agreement are subject to change. Approved Telework Agreements will be kept in the employee's personnel file. It is the responsibility of the employee and supervisor to ensure that the Telework Agreement in the employee's personnel file is accurate.

Cancelling A Telework Agreement

The City may cancel an employee's Telework Agreement if the agreement no longer serves the best interests of the City or if an employee is deemed not to be suitable for this type of work.

Employees who participate in the Telework Program are responsible for:

- Establishing and maintaining a workspace at their alternate work location;
- Maintaining and returning equipment as outlined in the Telework Agreement;

- Ensuring the alternate location is conducive to working;
- Adhere to and be available during the employee's regularly scheduled work hours;
- Securing reliable internet service prior to entering into a Telework Agreement; and
- Observing and adhering to the City's practices for overtime. A Telework Agreement does not amend compensation or time reporting requirements. Employees must accurately record all hours worked.
- Consistent with the City's Policy Manual, all overtime work must have the approval of the appropriate supervisor prior to actual performance of the work. Unauthorized overtime will be compensated but may result in disciplinary action.
- Reporting to the office on a scheduled telework day as directed by Department Head and/or supervisor.
- Using City-owned hardware, software, internet, email, and other forms of City owned communication media in a manner consistent with City policies and standards.
- Adhering to program specific guidelines and requirements to protect confidential or secure information.
- Ensuring dependent care and other personal responsibilities do not adversely affect an employee's normal work duties or professionalism.

Traveling to the Office

Telework employees need to exhibit flexibility and may need to come into the office occasionally on a day they are scheduled to telework. Travel time to and from the employee's alternate work location to the office is not considered work time and is not compensable.

If employees have a need to come into the office on a day that they are scheduled to telework, they are encouraged to work with their immediate supervisor and plan to work in the office for their full scheduled day. An alternate telework day may be scheduled at the discretion of the supervisor.

Compensation

Telework employees are compensated in accordance with all applicable laws, rules, regulations, and policies, including the Fair Labor Standards Act (FLSA).

Liability

The alternate work location is an extension of the department's workspace only when used for work. All existing workplace health and safety rules, as well as employment laws, rules, and policies apply with the same force and effect, and in the same manner, to employees while teleworking as to employees when reporting to the office.

Workers' Compensation benefits will apply only to injuries arising out of and in the course of employment as defined by Workers' Compensation law. Telework employees must report any such work-related injuries to their supervisor immediately. The City is not responsible for any injuries to family members, visitors, or other guests at the employee's alternate work location. The telework employee shall not have any City related business guests at a residence designated as an alternate work location.

Protection of City Equipment

If, through negligence of the employee, City issued equipment is lost, stolen, or damaged, the employee will be responsible for reimbursing the cost of said equipment to the City.

Exceptions

Exceptions to this policy must be approved in writing by the City Manager on a case-by-case basis.

Wayne Reed, City Manager



CITY OF CIBOLO Employee Handbook Policy

Number: 4.XX

Supersedes:

Employee Handbook (Jan 2019)

1.1.06

City Council Approval Date:

XXX XX, 2025

Employment Classifications

This policy is intended to provide guidance on the City of Cibolo's operations and internal procedures. While it reflects current practices, it is not a contract and does not guarantee continued employment. The City of Cibolo (City) reserves the right to modify, update, or rescind any part of this policy as needed to reflect organizational needs or legal requirements. The City Manager retains the discretion to revise internal policies and procedures with City Council approval and to make employment decisions in accordance with applicable law. Nothing in this policy alters the at-will employment relationship between the City and its employees. However, the City is committed to treating all employees fairly, consistently, and with respect throughout their employment.

The purpose of this policy is to define and standardize employee classifications within the City of Cibolo. Accurate classification of employees is essential for ensuring fair treatment, compliance with employment laws, and proper administration of benefits, compensation, and working conditions.

The City classifies employees based on the nature and duration of their employment, work schedule, and eligibility for benefits. Each employee will be notified of their classification at the time of hire or upon any change in employment status.

Employees will be classified into one of the following categories:

Regular - Regular employees are serving in a position budgeted for 52 weeks per year. Positions are approved annually with the budget and may be discontinued at any time.

Temporary - Temporary employees are serving in a position budgeted for a fixed period of time typically less than 52 weeks per year. Temporary employees are not eligible for City benefits or participation in City compensation plans unless specifically documented.

Seasonal - Seasonal employees are serving in a position budgeted for a fixed period of time. The season typically repeats itself although this does not guarantee that the employee will be brought in for the next season. Seasonal employees are not eligible for City benefits or participation in City compensation plans unless specifically documented.

Schedule

Full-Time - Full-time employees are serving in a position budgeted for 40 hours or more per week (eighty (80) hours or more per pay period).

Part-Time - Part-time employees are serving in a position budgeted for less than 40 hours per week. Part-time employees are not eligible for City benefits. TMRS Retirement participation is mandatory for employees who are scheduled to work more than 1,000 hours in a year.

City insurance eligibility is based on Federal, State, and local laws. Currently, employees who work less than 30 hours a week are not eligible for City insurance coverage.

Wayne Reed, City Manager



CITY OF CIBOLO Employee Handbook Policy

Number: 4.XX

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1.2.05

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XXX XX, 2025

Pay Classification Changes

This policy is intended to provide guidance on the City of Cibolo's operations and internal procedures. While it reflects current practices, it is not a contract and does not guarantee continued employment. The City of Cibolo (City) reserves the right to modify, update, or rescind any part of this policy as needed to reflect organizational needs or legal requirements. The City Manager retains the discretion to revise internal policies and procedures with City Council approval and to make employment decisions in accordance with applicable law. Nothing in this policy alters the at-will employment relationship between the City and its employees. However, the City is committed to treating all employees fairly, consistently, and with respect throughout their employment.

The purpose of this policy is to establish fair, transparent, and consistent procedures for managing employee pay classification and compensation changes, including reclassification, promotions, demotions, reclassifications, transfers, and other salary adjustments. The policy ensures compliance with applicable federal and Texas labor laws and promotes equitable treatment across the organization. Compensation decisions must be fiscally responsible, consistent with adopted budgets, and in compliance with applicable laws including the Fair Labor Standards Act (FLSA) and other Federal and State laws.

Reclassification/Regrade of a Position

Periodically positions will be reviewed as part of the City's compensation processes to confirm the position is properly classified on the pay grade. Should a position be reclassified, incumbents will not receive a change in pay unless they are making less than the new grade's minimum pay. At that time, the incumbent's salary may be adjusted. Department Directors may request classification reviews from the People and Performance Department (PPD) at any time.

Promotion of Individual

A promotion is defined as the movement of an employee from one classification to another classification with a higher pay grade. The employee's new salary will be determined in the same fashion as a new hire. Promotions are not subject to the new hiring process of posting vacancies. All candidates who meet the minimum qualifications may be eligible for promotion. Qualifications for a position may not be modified after the promotion process has begun unless an inappropriate standard has been used through error or a revised standard of the job description requirements has been approved by the appropriate authority.

Temporary Promotion of Individual

In conjunction with PPD and Finance, a Department Director may offer a temporary promotion to an employee working outside of their pay grade. Temporary promotions are generally the most appropriate means of meeting a situation requiring the temporary services of an employee in a

higher-grade position and typically used when a position is in a long-term vacancy status such as unpaid Leave of Absence, extended Military Leave, FMLA Leave, and/or during a vacancy. Temporary promotions are not appropriate, however, for training or evaluating an employee in a higher-grade position.

The temporary promotion is voluntary, and documentation should be maintained in their personnel file. Documentation should include information noting that the promotion is a temporary promotion, the reasons that make it temporary, and that the employee will be returned to their regular position and pay once the period has expired.

Demotion of Individuals

Demotion is defined as the movement of an employee from one pay grade to a lower pay grade. A demotion may be voluntary, involuntary, or as the result of disciplinary action. Salary may be adjusted in a manner consistent with a new hire. Demotions are not subject to the new hiring process of posting vacancies. Department Directors shall be responsible for documenting the demotion for the employee's personnel file.

Transfer of Individual

A transfer is defined as the lateral movement of an employee from one job title at the same pay grade as the new job title. Employees may request a transfer if they have been in their current position for at least six months. This does not guarantee that:

1. A position is available for transfer;
2. The employee is a candidate for the new position;
3. The transfer will be granted; or that the employee does not have to follow standard hiring procedures.

Transfers to posted positions must be approved by the new Department Director. The employee selected for the vacancy must meet the minimum qualifications of the position. Salary may be adjusted in a manner consistent with a new hire. Budgetary transfers require City Manager's approval.

All pay adjustments are subject to available budgeted funds. Pay rates shall not exceed the maximum of the approved pay range for the classification unless approved as an exception by the City Manager.

Employees who disagree with a classification or compensation decision may submit a Grievance through the Employee Grievance Policy, X.XX. Appeals will be reviewed in accordance with the grievance procedure established by the City.

Wayne Reed, City Manager



CITY OF CIBOLO Employee Handbook Policy

Number: 4.XX
Supersedes: N/A
City Council Approval Date:
XXX XX, 2025

Payroll Deductions

This policy is intended to provide guidance on the City of Cibolo's operations and internal procedures. While it reflects current practices, it is not a contract and does not guarantee continued employment. The City of Cibolo (City) reserves the right to modify, update, or rescind any part of this policy as needed to reflect organizational needs or legal requirements. The City Manager retains the discretion to revise internal policies and procedures with City Council approval and to make employment decisions in accordance with applicable law. Nothing in this policy alters the at-will employment relationship between the City and its employees. However, the City is committed to treating all employees fairly, consistently, and with respect throughout their employment.

The purpose of this policy is to establish clear and lawful guidelines for payroll deductions from the compensation of employees, in accordance with applicable federal and Texas state laws. This policy is governed by relevant sections of the Texas Local Government Code and applicable federal regulations including those of the Fair Labor Standards Act (FLSA).

The following deductions are authorized and may be withheld from an employee's paycheck:

1. Mandatory Deductions

The following deductions are required by law:

- Federal income tax
- Social Security
- Medicare
- Texas Municipal Retirement System (TMRS)
- Court-ordered wage garnishments, such as child support or tax levies
- Any other mandatory deductions required by law

2. Voluntary Deductions

With written or electronic authorization through Employee Navigator or email communications with the People and Performance Department from the employee, the following voluntary deductions may be made:

- Health, dental, and vision insurance premiums
- Contributions to deferred compensation or retirement plans
- Premiums for voluntary benefits plans, such as voluntary life insurance, disability, health savings accounts, and flexible spending and dependent daycare accounts
- Payroll overpayments, as referenced in Paydays, Policy 3.XX
- Other deductions approved by the City of Cibolo

Deductions Not Allowed

No deductions may be made from an employee's paycheck unless they are authorized by law, court order, or voluntary written consent of the employee. Examples of prohibited deductions without written consent include:

- Damage or loss of equipment or uniforms
- Cash shortages or discrepancies
- Cash advancements for payroll

Such deductions may only be made in accordance with Texas Labor Code § 61.018, requiring prior written agreement.

Garnishments

All court-ordered garnishments (e.g., child support, tax liens) will be processed in accordance with applicable laws. Employees will be notified upon receipt of any garnishment order.

Authorization and Recordkeeping

All voluntary payroll deductions require a signed authorization form by the employee. These authorizations must be kept in the employee's personnel file and are valid until revoked in writing by the employee or upon termination of employment.

Review and Adjustments

Employees are responsible for reviewing their pay statements and reporting any discrepancies to the People and Performance Department within 10 business days. Adjustments will be made as appropriate and in compliance with applicable law.

Wayne Reed, City Manager



CITY OF CIBOLO Employee Handbook Policy

Number: 4.XX

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1.1.04

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XXX XX, 2025

Access to City Facilities

This policy is intended to provide guidance on the City of Cibolo's operations and internal procedures. While it reflects current practices, it is not a contract and does not guarantee continued employment. The City of Cibolo (City) reserves the right to modify, update, or rescind any part of this policy as needed to reflect organizational needs or legal requirements. The City Manager retains the discretion to revise internal policies and procedures with City Council approval and to make employment decisions in accordance with applicable law. Nothing in this policy alters the at-will employment relationship between the City and its employees. However, the City is committed to treating all employees fairly, consistently, and with respect throughout their employment.

The purpose of this policy is to establish uniform procedures and responsibilities for the issuance, use, and management of access badges and security access systems for City buildings and facilities. This policy aims to enhance security, ensure the safety of City personnel and the public, and protect City assets.

The City provides photo identification cards (ID Cards) for all employees. These cards are the property of the City and shall be surrendered upon termination. Employees are responsible for immediately notifying their supervisor when they discover their ID card and/or Electronic Access card has been lost or stolen.

New employees will be issued access badges during onboarding. Department Directors shall request access levels appropriate to job responsibilities.

Badges must be used to enter any secured City building or area. Entering behind someone without using a badge is strictly prohibited. Unauthorized lending of badges is grounds for disciplinary action. All access to secure areas is subject to electronic logging and may be audited. The Information Services Department may review access logs periodically to ensure compliance.

The City reserves the right to revoke badge access at any time, particularly if:

- The employee is placed on administrative leave;
- A safety concern arises;
- The badge holder violates this policy.

Failure to comply with this policy may result in disciplinary action up to and including termination, in accordance with the City's personnel policies.

Wayne Reed, City Manager



CITY OF CIBOLO Employee Handbook Policy

Number: 6.XX
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XXX XX, 2025

Essential Employees Working During Inclement Weather or Emergency

This policy is intended to provide guidance on the City of Cibolo's operations and internal procedures. While it reflects current practices, it is not a contract and does not guarantee continued employment. The City of Cibolo (City) reserves the right to modify, update, or rescind any part of this policy as needed to reflect organizational needs or legal requirements. The City Manager retains the discretion to revise internal policies and procedures with City Council approval and to make employment decisions in accordance with applicable law. Nothing in this policy alters the at-will employment relationship between the City and its employees. However, the City is committed to treating all employees fairly, consistently, and with respect throughout their employment.

To ensure continuity of critical City services during inclement weather and emergency events, this policy outlines the responsibilities and expectations of essential and non-essential employees. The City is committed to maintaining operations that are vital to public health, safety, and welfare. As such, employees whose roles are deemed essential must report to work as directed during inclement weather and emergency situations, unless specifically excused.

Essential Employees

Essential employees are those whose job functions are critical to the operation of core services and must be performed regardless of weather or emergency conditions. Essential employees are critical to the business and continuity of operations of the City. Their roles directly support public safety, infrastructure, and emergency response, and are vital to maintaining the health and well-being of the community. Employees classified as essential are required to report to work or remain at work during weather-related events, natural disasters, or other emergencies. Job descriptions will specify whether a position is designated as essential. Failure to report as required may result in disciplinary action, unless excused by a supervisor due to extenuating circumstances.

Non-Essential Employees

Employees not designated as essential may be instructed to stay home, work remotely (if applicable), or delay reporting to work during emergencies. However, under certain emergency circumstances, non-essential employees may be called upon to report to work to support emergency operations. Supervisors will provide guidance on reporting expectations based on the nature of the event and operational needs.

Notification and Communication

In the event of inclement weather or an emergency, employees will be notified through official communication channels. It is the responsibility of all employees to stay informed and follow reporting instructions as issued.

Safety

Safety remains a top priority. All employees are expected to exercise caution when traveling and performing their duties during inclement weather or emergency situations. Supervisors and Department Directors will assess conditions and provide direction that prioritizes employee safety while ensuring continuity of essential services.

Employee Pay

For guidance on pay for employees who work during an inclement weather or emergency event, employees should refer to Policy X.XX, Inclement Weather Pay.

Wayne Reed, City Manager



CITY OF CIBOLO Employee Handbook Policy

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Supersedes:

Employee Handbook (Jan 2019)

1.1.08

City Council Approval Date:

XXX XX, 2025

Fitness for Duty Evaluation

This policy is intended to provide guidance on the City of Cibolo's operations and internal procedures. While it reflects current practices, it is not a contract and does not guarantee continued employment. The City of Cibolo (City) reserves the right to modify, update, or rescind any part of this policy as needed to reflect organizational needs or legal requirements. The City Manager retains the discretion to revise internal policies and procedures with City Council approval and to make employment decisions in accordance with applicable law. Nothing in this policy alters the at-will employment relationship between the City and its employees. However, the City is committed to treating all employees fairly, consistently, and with respect throughout their employment.

The purpose of this policy is to ensure that all employees of the City are physically and mentally fit to safely and effectively perform the essential functions of their positions. The City has a responsibility to protect the health and safety of its employees and the public it serves. This policy outlines the procedures and requirements related to fitness for duty evaluations.

Fitness for Duty is a determination that an employee is physically, mentally, and emotionally capable of safely and effectively performing the essential functions of their job, with or without reasonable accommodation. Employees are expected to report to work fit for duty and capable of performing their job functions safely and effectively. Any employee who has reason to believe they are not fit for duty is expected to notify their supervisor immediately.

A fitness for duty evaluation may be required under the following circumstances:

Post-Leave Return to Work

- After a medical leave of absence (including FMLA, short- or long-term disability), the employee may be required to provide a medical release or undergo a fitness for duty evaluation before returning to work.

Observed Impairment

- When a supervisor observes behavior that indicates possible impairment or inability to perform essential job duties safely.

Safety Concerns

- When an employee in a safety-sensitive position exhibits behavior or symptoms that may pose a threat to the health or safety of themselves or others.

Job Performance Issues Related to Health

- If there are performance issues reasonably believed to be the result of a physical or mental health condition.

The People and Performance Department (PPD) in consultation with the Department Director will determine whether a fitness for duty evaluation is appropriate. PPD will notify the employee in writing of the reason for the evaluation and provide a copy of this policy. The evaluation will be conducted by a licensed healthcare provider selected by the City. The provider will receive the

employee's job description and any relevant concerns. Employees are expected to fully cooperate with all aspects of the evaluation process. Failure to comply may result in disciplinary action, up to and including termination.

Should an employee disagree with the evaluation results, the employee can pay for a second opinion from a health care professional of their choosing. Should a disagreement continue, the City shall pay for a final and binding evaluation by a third independent professional.

Should an employee wish to return to work after an absence related to a condition under this section of three consecutive working days, three consecutive shifts, or after a physical or mental incapacitation of any time period, the employee is responsible for providing a return to duty doctor's note paid for by the employee, Public Safety Employees are subject to separate rules; see departmental documents for Public Safety regulation

All medical information obtained will be kept confidential and maintained in a separate medical file in accordance with HIPAA and ADA requirements. Nothing in this policy shall be interpreted to override rights under the ADA, FMLA, or other applicable federal or state laws. Employees who are unable to perform their essential duties due to a medical condition may be entitled to a reasonable accommodation or leave of absence.

Failure to comply with this policy, including refusal to attend a fitness for duty evaluation or refusal to provide required medical information, may result in disciplinary action, up to and including termination, consistent with the City's Progressive Discipline Policy (Policy X.XX).

Wayne Reed, City Manager



CITY OF CIBOLO Employee Handbook Policy

Number: 7.XX

Supersedes:

Employee Handbook (Jan 2019)

1.1.10, 1.1.11

City Council Approval Date:

XXX XX, 2025

In-Processing/Out-Processing

This policy is intended to provide guidance on the City of Cibolo's operations and internal procedures. While it reflects current practices, it is not a contract and does not guarantee continued employment. The City of Cibolo (City) reserves the right to modify, update, or rescind any part of this policy as needed to reflect organizational needs or legal requirements. The City Manager retains the discretion to revise internal policies and procedures with City Council approval and to make employment decisions in accordance with applicable law. Nothing in this policy alters the at-will employment relationship between the City and its employees. However, the City is committed to treating all employees fairly, consistently, and with respect throughout their employment.

In-Processing

The City of Cibolo wants to ensure that all newly hired individuals are promptly informed about the City's benefit programs and the City's policies and procedures. To avoid any unnecessary delay in signing up for benefits and providing all required payroll information, the hiring department must ensure that all new employees report to the People and Performance Department (PPD) on their first day of work.

During in-processing, PPD will provide the employee with information relating to the City's benefit programs and insurance enrollment forms, as well as payroll information regarding retirement, social security, withholding taxes and other related information. The employee's photograph will be taken at that time to be maintained by PPD and used for a City identification card unless the hiring department produces a separate identification card.

Out-Processing

Upon separation from employment with the City under any circumstances, the Department Director or their designee shall ensure that employees turn in all City property and equipment (e.g., keys, car, cellular phone, computer, radio, ID card, etc.) that they have in their custody before receiving their final pay. If applicable, the property and equipment collected shall be returned to the department from which it was issued. The City will take all necessary steps to collect any money owed by the Employee and to obtain the return of City property and equipment.

Upon separating from employment with the City, the Department Director or their designee may direct their employees to PPD to conduct an exit survey. Information obtained from the exit survey is to be used to improve working conditions and retain employees. Exiting employees may decline the exit interview.

Wayne Reed, City Manager



CITY OF CIBOLO Employee Handbook Policy

Number: 6.XX

Supersedes:

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1.1.07

City Council Approval Date:

XXX XX, 2025

Introductory Period

This policy is intended to provide guidance on the City of Cibolo's operations and internal procedures. While it reflects current practices, it is not a contract and does not guarantee continued employment. The City of Cibolo (City) reserves the right to modify, update, or rescind any part of this policy as needed to reflect organizational needs or legal requirements. The City Manager retains the discretion to revise internal policies and procedures with City Council approval and to make employment decisions in accordance with applicable law. Nothing in this policy alters the at-will employment relationship between the City and its employees. However, the City is committed to treating all employees fairly, consistently, and with respect throughout their employment.

The City is committed to selecting and retaining employees who demonstrate the skills, attitude, and performance needed to provide high-quality service to the public. The Introductory Period allows both the employee and the City to assess the suitability of the employment relationship.

All newly hired, promoted, or rehired civilian employees of the City will serve a six-month Introductory Period and one year for uniformed personnel, including Police and Fire. The Introductory Period begins on the employee's official start date in the new position. This period is an extension of the hiring process and is designed to:

- Evaluate the employee's performance, conduct, attendance, and ability to meet job expectations;
- Determine if the employee is a good fit for the position and work environment;
- Provide support and feedback as the employee learns the duties of the position;
- Allow the employee to evaluate whether they are a good match for the position and the City.

Supervisors will monitor the employee's progress and provide regular feedback during the Introductory Period. A formal evaluation will typically be completed near the end of the period to determine whether the employee will be retained in the position. The evaluation may include job performance, attendance, punctuality, professionalism, teamwork, and adherence to City policies.

The Introductory Period may be extended at the sole discretion of the employee's Department Director. Supervisors may make recommendations to the Department Director regarding extension of an employee's Introductory Period, and Department Directors are encouraged to consult with the supervisor regarding extensions. The Department Director shall consult and document their decision to extend the introductory period with the Director of People and Performance.

Successful completion of the Introductory Period does not imply guaranteed or indefinite employment. Employees remain at-will.

Current employees who are promoted or transferred to a new position may be subject to a new introductory period specific to the new role. Former City employees who are rehired may be subject

to a new Introductory Period, depending on the position and length of time since prior employment.

Employees who are terminated during the Introductory Period are not entitled to the City's Grievance Policy, Policy X.XX.

Wayne Reed, City Manager



CITY OF CIBOLO Employee Handbook Policy

Number: 6.XX

Supersedes:

Employee Handbook (Jan 2019)

1.3.05

City Council Approval Date:

XXX XX, 2025

Modified Duty

This policy is intended to provide guidance on the City of Cibolo's operations and internal procedures. While it reflects current practices, it is not a contract and does not guarantee continued employment. The City of Cibolo (City) reserves the right to modify, update, or rescind any part of this policy as needed to reflect organizational needs or legal requirements. The City Manager retains the discretion to revise internal policies and procedures with City Council approval and to make employment decisions in accordance with applicable law. Nothing in this policy alters the at-will employment relationship between the City and its employees. However, the City is committed to treating all employees fairly, consistently, and with respect throughout their employment.

The City offers eligible employees, where practicable, the opportunity to work under a Modified Duty Program after an illness or injury, thereby promoting a speedier recovery and enabling employees to maintain pay with minimal interruptions.

Each Department Director has the discretion whether to offer modified duty assignments. Modified duty assignments are not automatic nor are they a right of employment. Participation is based on available positions within the department, the regular job duties of the employee, and the limitations or restrictions imposed by the treating physicians. The denial or discontinuance of a modified duty assignment does not in any way interfere with the ability of the department to proceed with the normal termination process if an employee has exhausted all leave benefits and is unable to return to work.

Eligible Employees

Eligible Employees for modified duty are those employees who have sustained an on-the-job or off-the-job illness or injury which impacts the employee's ability to perform their regular job duties. First priority by the Department Director or their designee should be given to employees injured on-the-job. Employees are eligible for modified duty if that employee has been released to modified or light duty by their attending physician. Employees are required to provide a medical certification (a signed and detailed list of restrictions) from their physician to the People and Performance Department.

Modified duty assignments are for a limited period of six weeks. Employees may be required to have a re-evaluation every three weeks after initial participation in the program and submit a medical certification to the People and Performance Department. An employee who requests to work a modified duty assignment must certify to the department that no outside employment which is contrary to the medical certification is being worked during the period of modified duty.

Extension of Modified Duty Period

Extension of a modified duty assignment may only be granted by the Department Director or their

designee when there is a continuing business need. An employee may request an extension of the modified duty assignment by timely submitting a request to the People and Performance Department along with medical certification from their treating physician which supports the continued medical need for a modified duty assignment.

Benefits While on Modified Duty

Employees in a modified duty assignment shall receive their regular rate of pay and accrue Longevity, Sick Leave, and Vacation Time according to City policies. Employees in a modified duty assignment are still eligible to compete for other City employment opportunities for which they are qualified through the competitive process with proper notice to their Director or designee.

Completion of Modified Duty

Modified Duty under this program will end when one of the following actions occurs:

- The employee receives a medical release to resume the essential functions of their regularly assigned position without restrictions;
- Completion of six weeks modified duty assignment; or
- Withdrawal of authorization for the modified duty assignment by the Department Director or their designee shall be based on bona fide business necessity or the Employee's failure to comply with the requirements of the program.

Wayne Reed, City Manager



CITY OF CIBOLO Employee Handbook Policy

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1.1.05

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XXX XX, 2025

Nepotism

This policy is intended to provide guidance on the City of Cibolo's operations and internal procedures. While it reflects current practices, it is not a contract and does not guarantee continued employment. The City of Cibolo (City) reserves the right to modify, update, or rescind any part of this policy as needed to reflect organizational needs or legal requirements. The City Manager retains the discretion to revise internal policies and procedures with City Council approval and to make employment decisions in accordance with applicable law. Nothing in this policy alters the at-will employment relationship between the City and its employees. However, the City is committed to treating all employees fairly, consistently, and with respect throughout their employment.

The City is committed to upholding ethical standards, public trust, and fairness in all employment practices. To prevent conflicts of interest and the appearance of favoritism, this policy prohibits the hiring, supervision, or employment-related influence of close relatives in certain circumstances. Employment decisions must be based on merit, qualifications, and organizational needs—without bias arising from personal relationships. This policy sets clear guidelines on relationships through consanguinity (blood) and affinity (marriage or legal partnership) that may impact employment within the City.

For this policy, nepotism is defined as favoritism granted in employment or other professional matters to relatives or individuals with a close personal relationship, especially by those in a position of authority.

No person may work in a department where he or she would be related to the Department Director or the employee's supervisor within the second degree of affinity or within the third degree of consanguinity. No person may work in a department with a relative as described above who will be directly or indirectly under his/her supervision.

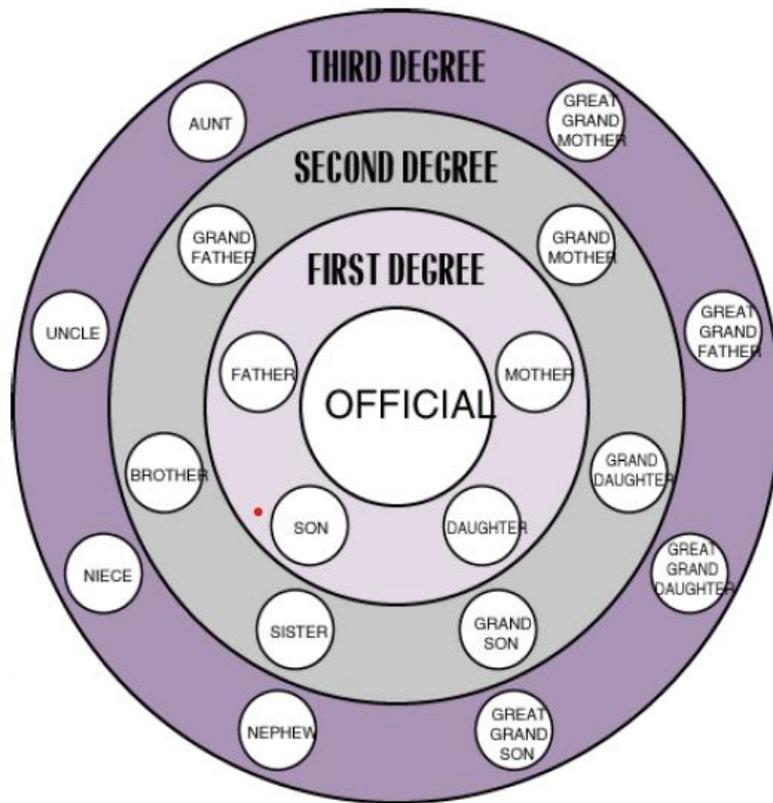
No person related within the second degree by affinity or within the third degree by consanguinity to the Mayor, any Council Member, or the City Manager shall be employed by or contracted with the City.

Under the Continuous Employment Exception, this shall not apply to any person employed by the City prior to the person related in the above degree filing to run for elective office or being nominated for an appointment. For appointed officials, the employee must be employed for 30 days of continuous employment prior to appointment. For elected officials (general election), the employee must have one year of continuous employment prior to the election. For elected officials (other than general election), the employee must have six months of continuous employment prior to the election.

If a relative is permitted to remain employed under the Continuous Employment Exception, related public official must abstain from participating in any deliberation or voting on issues specifically related to that employee, unless the issue affects an entire class or category of employees.

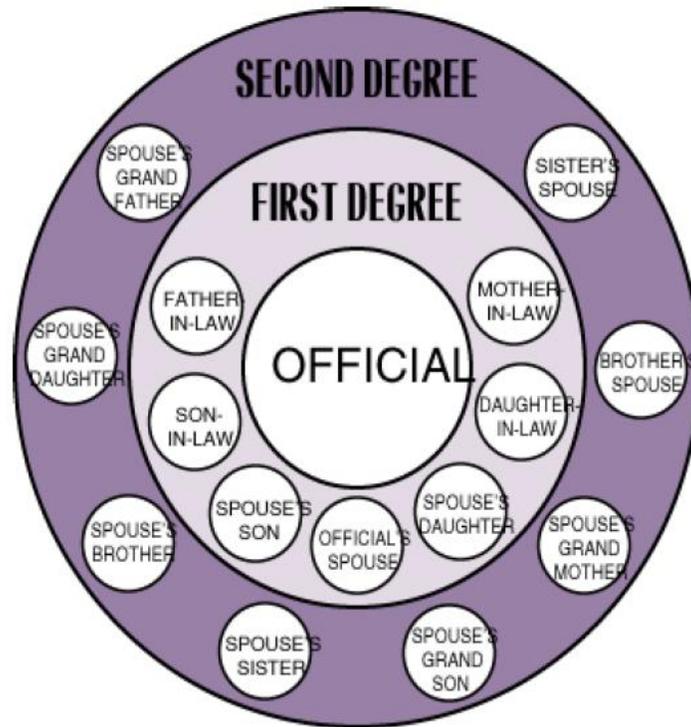
Consanguinity

An Employee's relative in the first degree includes the employee's mother, father, sons, and daughters. An employee's relative within the second degree includes brothers, sisters, grandparents, and grandchildren. An Employee's relative within the third degree includes great-grandparents, great-grandchildren, an aunt who is a sister of a parent of the employee, an uncle who is a brother of a parent of the employee, a nephew who is a child of a brother or sister of the employee, or a niece who is a child of a brother or sister of the employee.



Affinity

An employee's relatives in the first degree include the employee's husband, wife, domestic partner, father-in-law, mother-in-law, sons-in-law, daughters-in-law, any stepchildren, or any individual living in the same household in a familial or partner capacity. An employee's relatives in the second degree include sisters-in-law (brother's spouse or employee's spouse's sister), brothers-in-law (sister's spouse or employee's spouse's brother), spouse's grandparents, or spouse's grandchildren.



The hiring manager is responsible for ensuring policy compliance. Department Directors are responsible for monitoring changes in employee reporting relations after initial hire to ensure compliance with this policy. Employees are responsible for immediately reporting any changes to their supervisor.

If any employee, after employment or change in employment, enters into one of the above relationships, one of the affected individuals must seek a transfer or a change in the reporting relationship. Such changes must be approved by the Department Director and the Director of People and Performance. If a decision cannot be made by the affected employees within 14 days of reporting, reassignment will be made on direction of the Department Director and the Director of People and Performance.

Violations of this policy may result in:

- Disqualification of an applicant or reassignment of employees;
- Disciplinary action up to and including termination;
- Rescission of employment offers made in violation of this policy.

Wayne Reed, City Manager



CITY OF CIBOLO Employee Handbook Policy

Number: 6.XX

Supersedes:

Employee Handbook (Jan 2019)

1.1.03

City Council Approval Date:

XXX XX, 2025

Pre-Employment Screening

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In order to create a safe and secure workplace and to ensure that City employees are qualified to perform the jobs for which the City hires them, the City will conduct pre-employment screening for all employees.

Age Requirements

All employees are required to meet a minimum age requirement as determined by the position's minimum qualifications, which should comply with applicable State and Federal laws. Should the position not list any age requirements, a minimum employment age of 18 should be utilized. Employees must be at least 18 years old as of the date of hire to be eligible for employment with the City.

Background Checks

All Conditional employees are required to submit to a background check. Background checks shall be reviewed on a pass/fail basis by the People and Performance Department who shall use a standard risk assessment. Any applicant who refuses to submit to or who fails a background check is disqualified from employment with the City. Some positions may require additional background processes.

Mandatory Drug Screening

All conditional employees are required to submit to a mandatory drug screening. Any applicant who refuses to submit to or who fails a drug screening is disqualified from employment with the City.

Pre-Employment Physical

Prior to beginning employment, all conditional employees must be scheduled for a pre-employment physical. Pre-employment physicals are conducted through an external agency. A conditional employee who does not successfully complete the pre-employment physical may not continue with

in-processing procedures. Office positions will be screened at the discretion of the Hiring Manager.

Professional License and Educational Checks

When a position requires an employee to have a professional license or certification in order to perform the job, the Hiring Manager shall verify that the conditional employee has obtained such license or verification prior to the employee's hire. The People and Performance Department is available to assist in verifying such license or certification at the request of the hiring department.

Other Pre-Screening Checks

Any other pre-screening checks, such as typing tests or vehicle record checks will be conducted at the discretion of the Hiring Manager.

Verification of Eligibility to Work in the United States (Immigration Reform & Control Act of 1986)

The City requires the verification of eligibility for all Employees to work in the United States. All new Employees must complete an I-9 Form and provide proof of employment eligibility. The People and Performance Department will ensure that all new employees complete an I-9 Form and provide proof of employment eligibility as required by the I-9 Form. Acceptable forms of proof of employment eligibility are provided on the I-9 Form.

If an Employee cannot present proof of eligibility to the People and Performance Department (PPD) on the employee's first day of employment or within three days of employment, then proof of application for the documents must be presented to PPD within three working days. If an employee submits proof of application, the grace period will be extended to 90 days. At the end of 90 days, proof of eligibility must be presented. If not, failure to provide the documentation as required under the Immigration Reform & Control Act of 1986 will result in immediate dismissal.

The City participates in the E-Verify program, an internet-based system operated by the U.S. Department of Homeland Security (DHS) in partnership with the Social Security Administration (SSA). E-Verify allows employers to electronically verify the information provided on Form I-9 against federal databases to confirm employment eligibility.

Application

Any material misrepresentation of facts or failure to report pertinent data on the application form may also result in immediate dismissal upon discovery of the misrepresentation or failure.

Public Safety

Public Safety employees may be subject to additional pre-employment screenings as provided by specific departmental policies.



CITY OF CIBOLO Employee Handbook Policy

Number: 6.XX

Supersedes:

Employee Handbook (Jan 2019)

1.7.02

City Council Approval Date:

XXX XX, 2025

Professional Development and Training

This policy is intended to provide guidance on the City of Cibolo's operations and internal procedures. While it reflects current practices, it is not a contract and does not guarantee continued employment. The City of Cibolo (City) reserves the right to modify, update, or rescind any part of this policy as needed to reflect organizational needs or legal requirements. The City Manager retains the discretion to revise internal policies and procedures with City Council approval and to make employment decisions in accordance with applicable law. Nothing in this policy alters the at-will employment relationship between the City and its employees. However, the City is committed to treating all employees fairly, consistently, and with respect throughout their employment.

The City recognizes Professional Development as a core organizational value that strengthens our workforce and enhances the services we provide to our community. The City is committed to creating an environment where all employees have equitable access to meaningful learning, growth opportunities, and career progression. This policy ensures that professional development and training is not only encouraged, but embedded into the City's operational practices, leadership framework, and culture of public service.

Professional Development and Training refers to the continuous process of acquiring new knowledge, skills, and competencies that enable individuals to improve performance, advance their careers, and contribute meaningfully to the City.

This policy establishes a structured and strategic approach to training and development that:

- Reinforces the City's commitment to professional development;
- Enhances employee capabilities, adaptability, and leadership;
- Builds a high-performing, innovative, and resilient workforce; and
- Supports the City's strategic objectives and service delivery goals

The City's approach to training and development is guided by the following principles:

- **Lifelong Learning:** Professional development is a continuous process, encouraged at all career stages;
- **Equity and Accessibility:** All employees have fair access to development opportunities regardless of role, background, or tenure;
- **Strategic Alignment:** Training efforts are aligned with citywide goals, departmental needs, and workforce planning;
- **Empowerment:** Employees are supported to take ownership of their learning and growth; and
- **Accountability:** Managers and leaders are responsible for fostering a learning culture in their teams.

Key Objectives

- Embed professional development into all stages of the employee lifecycle.
- Build core competencies, leadership capabilities, and technical expertise.
- Support career advancement and employee retention.
- Promote a learning culture that drives innovation and continuous improvement.
- Enhance service quality and responsiveness to community needs.

To support professional development, the City will offer and support access to:

- Mandatory Training: Legal, safety, and compliance requirements;
- Role-Specific Training: Skills and knowledge required to perform job duties effectively;
- Leadership and Supervisory Training: For current and aspiring leaders to build management capacity;
- Workshops, Seminars, and Conferences: To stay current with best practices and industry trends;
- Professional Certifications: Financial or scheduling support for recognized programs;
- Mentoring and Coaching Programs: To facilitate knowledge transfer and personal development; and
- E-Learning Platforms: Accessible, on-demand learning for all staff.

Department Directors, Managers, and Supervisors should identify individual and team development needs during performance planning and reviews, encourage and support employees in accessing relevant training, and integrate professional development into daily operations and team planning.

Employees should take initiative to identify personal development goals, actively participate in learning activities, and apply new skills and share knowledge within their teams. Employees must notify their supervisor of classes they are interested in attending and request approval from the Department Director or their designee to attend any of these classes.

Wayne Reed, City Manager



CITY OF CIBOLO Employee Handbook Policy

Number: 6.XX

Supersedes:

Employee Handbook (Jan 2019)

1.1.02

City Council Approval Date:

XXX XX, 2025

Recruitment and Selection

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The purpose of this Recruitment Policy is to ensure that all hiring practices within the City are conducted in a fair, transparent, and consistent manner. This policy supports the City's commitment to building a diverse, skilled, and inclusive workforce that reflects the community we serve and upholds the principles of merit and equal opportunity. As such, the City acts in the best interest of the citizens of Cibolo and is committed to a fair and consistent approach to recruitment and selection.

The City is committed to hiring the best qualified person for a role without discrimination through selection processes which are open, transparent, and based on merit. The People and Performance Department will assist Hiring Managers with the recruitment process. Postings will be for a minimum of seven calendar days for an internal posting and 14 calendar days for an external posting. Any request for posting for less than seven calendar days internally or 14 calendar days externally must be made in writing to the City Manager and approved by the City Manager.

Job postings will include a clear summary of job responsibilities, minimum qualifications, and detailed application instructions. Applications will be reviewed and screened based on the qualifications outlined in the official job description. The screening process will be consistent and objective for all candidates.

Interview panels will be composed of diverse members and led by hiring managers who have received training in equitable hiring practices and bias reduction. Structured interviews will be conducted, using uniform questions and scoring to ensure fair evaluation. The hiring manager will work closely with the People and Performance Department to select the best qualified candidate.

Job offers will be made in writing and will include details about salary, benefits, and any conditions of employment. Candidates not selected for the position will be notified of the hiring decision in a timely and respectful manner.

Wayne Reed, City Manager



CITY OF CIBOLO Employee Handbook Policy

Number: 6.XX
Supersedes: N/A
City Council Approval Date:
XXX XX, 2025

Risk Management

This policy is intended to provide guidance on the City of Cibolo's operations and internal procedures. While it reflects current practices, it is not a contract and does not guarantee continued employment. The City of Cibolo (City) reserves the right to modify, update, or rescind any part of this policy as needed to reflect organizational needs or legal requirements. The City Manager retains the discretion to revise internal policies and procedures with City Council approval and to make employment decisions in accordance with applicable law. Nothing in this policy alters the at-will employment relationship between the City and its employees. However, the City is committed to treating all employees fairly, consistently, and with respect throughout their employment.

The purpose of this policy is to establish a proactive and coordinated approach to identifying, assessing, managing, and mitigating risks that may affect the operations, assets, personnel, and reputation of the City. Effective risk management helps ensure the continuity of essential public services and promotes responsible stewardship of public resources. The City is committed to maintaining a safe and secure work environment for employees and the public through the development and implementation of comprehensive risk management practices. All employees have a role in minimizing risk, but supervisors carry special responsibility for promoting, supporting, and enforcing risk management policies within their departments.

Risk management is the systematic process of identifying potential risks to people, property, and operations, evaluating their likelihood and impact, and taking steps to reduce or eliminate those risks.

Risks may include:

- Safety hazards
- Financial liabilities
- Operational disruptions
- Legal and regulatory violations
- Reputational harm
- Property damage or loss
- Cybersecurity threats

Roles and Responsibilities

Supervisors and Department Heads

- Implement and support all risk management strategies and procedures applicable to their area of responsibility;
- Identify and assess risks specific to their department's operations and communicate them to the People and Performance Department as appropriate;

- Ensure compliance with all safety, insurance, and liability policies;
- Report incidents, injuries, or unsafe conditions promptly and accurately;
- Promote a culture of safety and accountability among staff through regular training, communication, and corrective actions;
- Participate in investigations and reviews of workplace accidents or incidents; and
- Cooperate with audits or reviews related to risk, safety, or liability exposures.

All Employees

- Follow established risk management and safety protocols;
- Promptly report hazards, injuries, or unsafe behavior; and
- Participate in required safety and risk management training.

Designated Risk Management Authority

- Develop and maintain city-wide risk management policies and procedures;
- Monitor compliance and support departments with risk assessments and mitigation plans;
- Coordinate insurance coverage and claims processes;
- Maintain records of incidents, claims, and risk-related data; and
- Coordinate training and support for supervisors and staff.

Training and Communication

Supervisors must ensure that employees receive adequate training related to safety, emergency response, and department-specific risk procedures. Ongoing communication and refresher training should be part of departmental operations.

Policy Compliance and Accountability

Failure to support or comply with risk management policies may result in increased exposure to liability and may be subject to disciplinary action following Policy 7.XX, Progressive Discipline. Supervisors will be held accountable for the implementation of risk reduction practices within their departments.

Wayne Reed, City Manager



CITY OF CIBOLO Employee Handbook Policy

Number: 7.XX
Supersedes: N/A
City Council Approval Date:
XXX XX, 2025

Resignation and Termination

This policy is intended to provide guidance on the City of Cibolo's operations and internal procedures. While it reflects current practices, it is not a contract and does not guarantee continued employment. The City of Cibolo (City) reserves the right to modify, update, or rescind any part of this policy as needed to reflect organizational needs or legal requirements. The City Manager retains the discretion to revise internal policies and procedures with City Council approval and to make employment decisions in accordance with applicable law. Nothing in this policy alters the at-will employment relationship between the City and its employees. However, the City is committed to treating all employees fairly, consistently, and with respect throughout their employment.

The purpose of this policy is to establish consistent procedures for the voluntary resignation or involuntary termination of employees of the City. The goal is to ensure legal compliance, maintain operational continuity, and treat all employees with fairness and professionalism.

Resignation Procedure

Employees are requested to provide a written notice of resignation at least two weeks in advance of their final working day. Department Directors should notify the People and Performance Department immediately upon receipt of a resignation. The Department Director may approve an earlier final day if in the City's best interest. Employees may be asked to assist in transition planning, training replacements, or documenting job duties.

Termination Procedure

Employees may be terminated **For Cause**, which includes, but not limited to, misconduct, policy violations, insubordination, or poor performance.

Employees may be terminated **Without Cause**, including but not limited to, at-will termination, layoffs, or department reorganizations.

All involuntary terminations must be reviewed and approved by the Department Director and the Director of People and Performance prior to action. The City Manager or their designee must be informed of any termination.

A written termination notice will be provided to the employee, including the effective date and reason, if applicable. The People and Performance Director will maintain the termination documentation in the employee's personnel file.

Rehire Eligibility

Employees who resign in good standing may be eligible for rehire. Employees terminated for cause

are generally ineligible for future employment with the City unless approved by the City Manager.

Wayne Reed, City Manager



City Council Regular Meeting Staff Report

D. Discussion/Action to approve an additional Service Request with Lockwood, Andrews & Newnam, Inc. (LAN) for professional engineering and survey services for the Tolle Road Improvements Project in an amount not to exceed \$93,830 and authorize the City Manager to execute the associated change order. (Mr. Gomez)

Meeting	Agenda Group
Monday, October 27, 2025, 6:30 PM	Discussion/Action Item: 11D.
From	
Peggy Cimics, City Secretary	

PRIOR CITY COUNCIL ACTION:

- **February 27, 2024:** City Council approved Option No. 1 – Full-Depth Reconstruction for Tolle Road, including roadway, drainage, and utility improvements.
- **May 28, 2024:** City Council approved a Professional Services Agreement with Lockwood, Andrews, & Newnam, Inc. to move forward with design and survey services for the Tolle Road Improvements Project.

BACKGROUND:

Lockwood, Andrews, & Newnam, Inc. (LAN) has been providing engineering and survey services for the Tolle Road Improvements Project. During the design phase, additional professional services were required to address design revisions and drainage modifications, including:

- Revisions to roadway, drainage, and wastewater design plans.
- Additional study and updates to the drainage report and exhibits for revised culvert locations.
- Extended project management and coordination meetings necessary due to the prolonged design schedule and additional stakeholder involvement.
- Roadway redesign, including revised ditch sections, cross sections, and coordination of expanded drainage easements.

The additional scope is necessary to finalize the design and prepare the bid package for advertisement.

STAFF RECOMMENDATION:

Staff recommends approval of the change order with Lockwood, Andrews, & Newnam, Inc. for additional professional services and survey related to the Tolle Road Improvements Project, in the amount of \$93,830.

FINANCIAL IMPACT:

Funds for this change order will be allocated from Drainage Impact Fees within the approved Tolle Road Improvements Project Budget.

MOTION:

I move to approve a change order with Lockwood, Andrews, & Newnam, Inc. for additional professional services and survey related to the Tolle Road Improvements Project in the amount of \$93,830 and authorize the City Manager to execute the change order.

Attachments

[LAN Fee Proposal_Tolle Rd_ASR 02](#)



October 8, 2025

Mr. Julio Gomez, MBA
Director of Public Works and Capital Projects
City of Cibolo
200 South Main, Cibolo, TX 78108

Via email: jgomez@cibolotx.gov

Re: Tolle Road Improvements
Proposal for Additional Professional Services
PO #24176

Dear Mr. Gomez:

As part of the city's effort to communicate with property owners impacted by the Tolle Rd Improvements and with city council, LAN has been assisting with preparation of additional exhibits, revising culvert layouts, assessing different conditions using different scenarios on the proposed drainage model, assessing right-of-way impacts, etc., that could explain the extent of the Tolle Rd improvements for different stakeholders. The effort over the last several months has exhausted our current contract design phase budget to finalize the plans and prepare the IFB package for advertising.

Lockwood, Andrews, and Newnam, Inc. (LAN) is pleased to submit this revised proposal for additional professional engineering services in support of the Tolle Road Improvements project, under the above-mentioned purchase order. The additional services are necessary to complete the design and consist of revising Design Plans (Roadway, Drainage and Wastewater Improvements) and the Drainage Study with report and exhibits, for the relocation of ten (10) 5'x2' culverts located between 549 Tolle Rd and Janoe Properties (storage facility), as noted on Attachment "A".

A detailed description of the additional tasks is included on Attachment "B" and as follows are the assumptions to estimate the level of effort:

Assumptions

1. The project Advertisement would be December 2025 instead of March 2025. March 2025 was the anticipated Advertisement noted in schedule developed in June 2024, before the additional surveying and ROE tasks were resumed for ROW acquisition purposes. This extension corresponds to approximately nine (9) additional months of Project Management and Meetings, including preparation of agendas and minutes, until the project design phase is completed and is ready to be Advertised.



2. Bi-weekly meetings are considered for Task F - Additional Project Management/Meetings but the frequency can be modified to monthly to reduce the requested budget.
3. TCEQ formal resubmittal due to revisions of the proposed wastewater collection line, impacted by the relocation of the proposed 10-5'x2' multiple box culverts (MBC's), is not part of this proposal for additional services. If deemed necessary, a separate proposal will be prepared for review and approval, under Task D – Additional Wastewater Alignment Shift and Services.
4. Roadway implications of moving proposed 10-5'x2' multiple box culverts (MBC's):
 - a) Road profile in that area needs to be redesigned in to maintain proper cover over culverts.
 - b) Road ditch design needs to be revised and a section south of the MBC's where topography is already flat and will get flatter.
 - c) Road cross sections need to be revised in the area.
 - d) Proposed drainage easement will need to be revised/expanded to new MBC' location.
 - e) Coordination efforts with existing utilities will need to be revisited.
5. The design for Tolle Rd and revisions use Microstation.

Tentative Schedule

The level of effort described on Attachment “B” has been partially completed, specifically those tasks related to drainage study and modeling updates. However, revisions to project plan sheets (Roadway, Drainage and Wastewater Improvements) will begin upon receipt of the Notice-to-Proceed, which is anticipated for late September 2025. The proposed milestones are as follows:

- Updated 100%/Final Design (IFB package) – December 2025 (tentatively and dependent upon completion of ROW acquisition efforts)
- Bid Phase – January 2026 – April 2026 (tentatively)
- Construction – TBD
- Closeout – TBD

Proposed Fee Estimate and Invoicing

LAN proposes a lump sum fee to be paid as shown in the table below as further detailed in Attachment B. LAN will invoice monthly for the partial percentage completed up to 100% of the fee by task.

TASKS	FEE
Task D —Additional Wastewater Alignment Shift and Services	\$8,880.00
Task E —Additional Drainage Modeling and Design Updates	\$28,010.00
Task F — Additional Project Management/Meetings	\$26,015.00
Task G —Roadway Redesign & Update 100% Design Plans	\$30,925.00
Additional Professional Engineering Services	\$93,830.00



We appreciate this opportunity to be of continued service to the City of Cibolo. Should you have any questions or require additional information, please do not hesitate to contact me at (210) 557-3805 or via email at EMAlvarez@lan-inc.com.

Sincerely,
Lockwood, Andrews & Newnam, Inc.

A handwritten signature in blue ink, appearing to read "Elaiza Alvarez", is positioned above the printed name.

Elaiza Alvarez, PE, CFM
Senior Associate. Municipal Team Leader

Attachments:

- Attachment A – Relocation of Multiple Box Culverts (5'x2') Alternative #2
- Attachment B – LAN Fee Calculation

cc.: Wayne Reed, ICMA-CM (City Manager – City of Cibolo)
Bryan Huggins, CPM, LCC (Executive Director, Safety and Infrastructure– City of Cibolo)
Saif Al Haddad, PE, CFM (Assistant Director of Public Works and Capital Projects)

PROJECT: TOLLE ROAD RECONSTRUCTION/WW IMPROVEMENTS

	Principal	QA/QC Manager	Sr. Project Manager	Sr. Hydraulic Engineer	Professional Engineer	Sr. CADD Designer	EIT IV	Admin	Total Task Hours	Total Task Cost
Rates	\$ 310	\$ 270	\$ 225	\$ 260	\$ 160	\$ 155	\$ 165	\$ 105		
Task D—Additional Wastewater Alignment Shift and Services										
Revisions to sheets (Cover, Project Layout, Wastewater P&P)					4	28	8		40	\$ 6,300
Intenal QC Review		2							2	\$ 540
Address QC Review comments					1	10	2		13	\$ 2,040
Update Chapter 217 Transmittal Letter and TCEQ package										\$ -
Prepare final plan set to submit to TCEQ for permit approval										\$ -
Task D Totals	0	2	0	0	5	38	10	0	55	\$ 8,880
Task E—Additional Drainage Modeling and Design Updates										
Modification of HECHMS (hydrologic) modeling for Rational Method analysis requested by city				3	6				9	\$ 1,740
Modification and finalization of HECHMS model for conversion to Snyder Method requested by city to reduce flows and compare to SARA Cibolo Creek model				3	4				7	\$ 1,420
Revision of HECRAS hydraulic model to incorporate revised flows, existing large driveway culverts adjacent to Cowan's property, and Steele Creek Subd proposed development and culvert crossing				4	5				9	\$ 1,840
Evaluation of the revisions to culverts adjacent to Cowan's property near Janoe Lane intersection				6		3	6		15	\$ 3,015
Complete, revise and update HECRAS-2D model for north half of Tolle Rd project to assess and discuss impacts of modified and final improvements and survey since 2022		1		8	2		8		19	\$ 3,990
Complete, revise and update Drainage Report for hydrologic and hydraulic model results and final design modifications since last (2022) report. Includes revised exhibits and maps as may be required		1		9	3	6			19	\$ 4,020
Final design plan revisions to drainage sheets for culvert location and other related drainage features and tables		1	1	2		16	2		22	\$ 3,825
Additional Surveying at Cowan's property (BMB)										\$ 8,160
Task E Totals	0	3	1	35	20	25	16	0	100	\$ 28,010
Task F— Additional Project Management/Meetings										
Project administration duties			32					9	41	\$ 8,145
Additional Bi-weekly Progress meetings with Client			18	10	4		18		50	\$ 10,260
Internal Progress and Review Meetings			9	9			9		27	\$ 5,850
Utility Coordination			2		2		6		10	\$ 1,760
Task F Totals	0	0	61	19	6	0	33	9	128	\$ 26,015
Task G—Roadway Redesign and Update 100% Desing Plans										
Plan & Profile Sheets, Road Ditch and X-Sections (16 total), including dirveways			45			65	20		130	\$ 23,500
QA/QC Review (includes addressing QC comments)	1	8	2		2	27			40	\$ 7,425
Task G Totals	1	8	47	0	2	92	20	0	170	\$ 30,925
LABOR TOTAL	1	13	109	54	33	155	79	9	453	\$ 93,830.00



City Council Regular Meeting Staff Report

E. Discussion/Action to authorize the City Manager to execute a Purchase Order with Industrial Disposal Supply for the purchase of a new Model 435 Street Sweeper in the amount of \$236,761. (Mr. Gomez)

Meeting	Agenda Group
Monday, October 27, 2025, 6:30 PM	Discussion/Action Item: 11E.
From	
Julio Gomez, Public Works Director	

Prior City Council Action:

During the July 8, 2025, City Council meeting, Public Works staff presented the Fleet Replacement and Equipment Program outlining the department’s strategy for modernizing and standardizing critical equipment across all divisions. City Council approved the proposed program, which included the replacement and addition of equipment to support core operational needs.

Background:

As part of the approved Fleet Replacement and Equipment Program, the Drainage Division identified the need for an additional street sweeper to expand its Citywide Sweeping Program. Street sweeping is a key component of the City’s drainage maintenance and MS4 compliance efforts, helping to reduce debris, sediment, and pollutants entering the storm water system.

The purchase of the new Model 435 Street Sweeper will improve operational efficiency, reduce downtime, and enhance the Division’s ability to maintain roadways and drainage infrastructure throughout the community.

Staff Recommendation:

Staff recommends that City Council authorize the City Manager to execute a Purchase Order with Industrial Disposal Supply for the purchase of a new Model 435 Street Sweeper in the amount of \$236,761.

Financial Impact:

Funds for this purchase are available in the Drainage Fund.

Attachments

[TYMCO 435 PHOTO](#)

[TYMCO QUOTE](#)



Sourcewell Quote Form v2.0A - Sourcewell Contract #111522-TYM
Feb. 2, 2023 - Feb. 3, 2027



Customer / Sourcewell Member:	City of Cibolo, TX
Sourcewell Member #:	38440
Quote Date:	10/6/2025
Quote Validity:	30 Days
Quoted By:	Kaye Morgan
TYMCO Dealer:	Industrial Disposal Supply
TYMCO Dealer Contact:	Casey Fischbeck

**Purchasing Details: Issue Purchase Orders to TYMCO, Inc., ATTN: Kaye Morgan
(kaye.morgan@tymco.com | 254-799-5546).**
Quote is Good for 30 Days (Unless Otherwise Noted Above) | Pricing is Quoted in US Dollars (USD) | Payment Terms: Net 30 Days

****Pricing Note****
Sweeper and chassis are quoted using current pricing. Due to the current market situation, all cost increases for major components, and government mandated requirements, tariff surcharges, tariffs, and raw material surcharges may be added should they apply.

MODEL 435® SWEEPER STANDARD EQUIPMENT

Auxiliary Engine: Kubota V2403-CR-TE48 Final Tier-4 turbocharged diesel liquid cooled; 4 cyl.; 148.5 CID; 56 HP @ 2100 RPM; Torque: 140 ft. lbs. @ 2100 RPM; includes fuel/water separator, Donaldson PowerCore® air filter with pre-cleaner. Includes Kubota Standard Warranty coverage 2 Years / 2000 Hours, contact factory for details.

Abrasion Protection Package: Standard hopper screen; separator liner; pick-up head suction nozzle liner and pressure wear pads; heavy duty pressure and suction hoses.

Auxiliary Engine Protection System: Engine ECU to provide automatic engine monitoring with derate or shutdown when engine problem is detected such as high coolant temperature, low coolant level or low oil pressure.

Auxiliary Fuse Panel: A +12VDC fused power source panel for any needed additional electrical components or accessories i.e. radios, warning lights, controls, etc.

Back-Up Alarm: ECCO Model 510; SAE Type C 97dB

BlueLogic® Control System: Multiplexed electrical system includes hardware and TYMCO designed software that integrates the in-cab controls to the auxiliary engine and all sweeper functions; as well as provides intelligent safety features. The BlueLogic Control System provides sweeper and auxiliary engine data to the operator through the touchscreen display and the multiplexed switch pack. The display is pedestal mounted for improved visibility and includes hour meters (Trip and Total) for the auxiliary engine, pick-up head, blower, gutter brooms and water pump if applicable; sweeper odometer (records curb miles swept and sweeping hours), service reminders, custom reminders,

Duo Skids: Warranted for 2 Years / 2000 hours prorated

Dust Control System: 150 gallon capacity translucent polyethylene water tank; 5 gpm electric diaphragm type pump; low water warning/indicator; spray nozzles at gutter broom and spray nozzle inside hopper, individually controlled; flexible 20-foot long water fill hose with 2-1/2" quick disconnect coupling; 3/4" garden hose fill connection. 150 Gallon Capacity only available on Conventional Truck Package & Isuzu NQR 150" wheel base trucks

Dust Separator Cleanout Plug Extension Handle

Gutter Broom, Left; LED Floodlight and Parabolic Mirror: Left side mounted 36" diameter steel vertical digger type; 10.5" parabolic mirror.

Hopper Drip-Edge Extension: Rubber belting extends horizontal reach 7".

Hopper Door Opening: Dimension 77-1/4" X 70", screen lifts with door.

Hopper Inspection Door

Hopper Safety Prop: Integral with frame and hopper.

Hydraulic System Filter Restriction Indicator: External; mounted in filter manifold.

Hydraulic Tank Sight/Temperature Gauge: External; mounted on tank.

LED Alternating Warning Light Set: Rear mounted oval lights (2).

LED Stop/Turn/Tail/Clearance Lights

Pressure Bleeder: Air pressure deflected out, allowing additional suction across front of pick-up head. Cable operated.

Rear Bumper Pads

Rear Mounted LED Floodlight (1)

Rear Storage Compartments: Two rear storage compartments with a total 26.6 cubic foot capacity.

Rubber Lined Blower: Warranty: 1 Year / 1,000 Hours Prorated

435 Storage Compartment: A modular design multi-chamber compartment with a combined 55 cubic foot protected storage capacity, accessible from left or right hand side through large gull wing doors; auxiliary engine and blower area is easily accessed through swing away side access panels.

Sweeper Warranty: 1 Year / 1000 Hours. Contact factory for details.

Section / Type	Qty	Model 435® Sweeper and Cab/Chassis Equipment	Sourcewell Price	Sourcewell Ext (Includes 5% Discount)
435000	1	Model 435® Sweeper with Standard Equipment (Base Price)	\$114,317.00	\$108,601.00
1 AUXILIARY ENGINE HYDRAULIC OPTIONS:				
435053	1	Auxiliary Hydraulic System	\$1,232.00	\$1,170.00
2 GUTTER BROOM OPTIONS:				
435013	1	Gutter Broom, Twin; LED Floodlights & Parabolic Mirrors	\$3,032.00	\$2,880.00
435069	1	Gutter Broom Drop Down: Right *Not Available w/ 132.5" Wheel Base Trucks: NPR-XD, NQR	\$900.00	\$855.00
435069	1	Gutter Broom Drop Down: Left *Not Available w/ 132.5" Wheel Base Trucks: NPR-XD, NQR	\$900.00	\$855.00
435093	1	Gutter Broom Tilt Adjuster: Right	\$900.00	\$855.00
435093	1	Gutter Broom Tilt Adjuster: Left	\$900.00	\$855.00
3 DUST CONTROL SYSTEM OPTIONS:				
Unpublished	1	Additional Left Gutter Broom Nozzle	\$422.00	\$400.00
Unpublished	1	Additional Right Gutter Broom Nozzle	\$422.00	\$400.00
Unpublished	1	Additional Hopper Nozzle	\$422.00	\$400.00
Unpublished	1	Extra Water Capacity - COMDEX® (Exchange): 217 Gallons *Only Available with Isuzu NQR / NRR 132.5" WB Truck Only	\$1,579.00	\$1,500.00
Unpublished	1	High Output Water System	\$790.00	\$750.00
4 HOPPER OPTIONS:				
435084	1	Dump Switch in Cab	\$237.00	\$225.00
435061	1	Hopper Load Indicators	\$474.00	\$450.00
Unpublished	1	Hopper Vibrator - Electric	\$2,369.00	\$2,250.00
5 PICK-UP HEAD OPTIONS:				
435085	1	Linear Actuator w/Gauge - Pressure Bleeder	\$522.00	\$495.00
435063	1	Pick-Up Head Curtain Lifter	\$1,706.00	\$1,620.00

Section / Type	Qty	Model 435® Sweeper and Cab/Chassis Equipment	Sourcewell Price	Sourcewell Ext (Includes 5% Discount)
Unpublished	1	Skid Bumper Extension Set (3")	\$264.00	\$250.00
6	AUXILIARY HAND HOSE OPTIONS:			
7	STAINLESS STEEL OPTIONS:			
435097	1	Stainless Steel Hopper (Exchange)	\$11,085.00	\$10,530.00
Unpublished	1	Stainless Steel Blower Housing (Exchange)	\$1,579.00	\$1,500.00
Unpublished	1	Stainless Steel Dust Separator (Exchange)	\$1,790.00	\$1,700.00
8	CONVENTIONAL TRUCK OPTION:			
9	SWEEPER ADDITIONAL OPTIONS:			
Unpublished	1	CurbView™ Camera System: Right Side Gutter Broom View	\$6,316.00	\$6,000.00
Unpublished	1	CurbView™ Pick-Up Head Camera (Additional)	\$1,053.00	\$1,000.00
Unpublished	1	Sweeper Paint: TYMCO Standard White	\$0.00	\$0.00
10	UNPUBLISHED SPECIAL SWEEPER OPTIONS:			
Unpublished	1	Auto Sweep Assist (ASA)	\$2,632.00	\$2,500.00
Unpublished	1	Surcharge - Base Sweeper Unit	\$2,635.00	\$2,500.00
Section / Type	Qty	Model 435® Cab/Chassis Equipment	Sourcewell Price	Sourcewell Ext
11	CAB CHASSIS:			
435703	1	2024 Isuzu NQR, 17,950 lb. GVWR, 150" WB, Diesel *Incl. Mechanical Seat & Power Mirrors	\$74,970.00	\$74,970.00
Unpublished	1	UPGRADE: 2025 Isuzu NRR (132.5"), 19,500 lb. GVWR, 132.5" WB, Diesel *Includes Factory Power Mirrors & Mechanical Seat *Not Available with Gas Auxiliary Engine	\$6,000.00	\$6,000.00
12	CHASSIS ADDITIONAL OPTIONS:			
Unpublished	1	LED Amber Light Bar: Cab Mounted	\$1,800.00	\$1,800.00
Unpublished	1	LED Amber Traffic Directing Light: Rear Mounted	\$800.00	\$800.00
Unpublished	2	Parabolic Mirror Head: 12" (Exchange)	\$75.00	\$150.00
Unpublished	1	Truck Paint: Standard Factory White	\$0.00	\$0.00
13	UNPUBLISHED SPECIAL CHASSIS OPTIONS:			
14	DEALER UNPUBLISHED OPTIONS:			
15	TOTAL COST OF ACQUISITION COSTS			
	1	Freight / PDI / Inservice	\$2,500.00	\$2,500.00

Purchasing Details: Issue Purchase Orders to TYMCO, Inc., ATTN: Kaye Morgan

(kaye.morgan@tymco.com | 254-799-5546).

Quote is Good for 30 Days (Unless Otherwise Noted Above) | Pricing is Quoted in US Dollars (USD) | Payment Terms: Net 30 Days

Total Price:	\$236,761.00
FOB:	Cibolo, TX
Delivery ARO:	60-90 Days - See NOTE Below

**Pricing Details: TYMCO, Inc. offers Sourcewell Members a 5% discount on all base sweeper models and sweeper options from the Sourcewell Price Catalog (Base + Items in Sections 1 through 10). Chassis, chassis options, dealer unpublished options and Total Cost of Acquisition Costs (Items in Sections 11 – 15) are not discountable. The Sourcewell Discount shown above is reflective of 5% of all applicable items on this quote.*

Notes 1. NOTE: Delivery Subject to Truck Availability.



City Council Regular Meeting Staff Report

F. Discussion/Action to authorize the City Manager to execute a three (3) year contract, with two (2) one-year renewal options, with Cintas Corporation for uniform services in an amount not to exceed \$125,000. (Mr. Gomez)

Meeting	Agenda Group
Monday, October 27, 2025, 6:30 PM	Discussion/Action Item: 11F.
From	
Julio Gomez, Public Works Director	

Prior City Council Action

There has been no prior City Council action related to the Uniform Rental Service. This item represents the initial award of a long-term agreement to support the City’s uniform program for Public Works staff.

Background

Prudential has been our uniform provider for the past four years. Our contract with them expired last October and we have been on a month-to-month service since that time. In accordance with the Texas Local Government Code and the City Charter, the Public Works Department, with assistance from the Finance Department – Procurement Office, issued Request for Proposal (RFP) No. 25-160-26 to solicit vendor proposals for the provision of Uniform Rental Services for City personnel.

The RFP was publicly posted on July 15, 2025, and closed on August 14, 2025. The following vendors submitted proposals by the published deadline:

- Prudential Overall Supply – San Antonio, TX
- UniFirst Corporation – San Antonio, TX
- Cintas Corporation – San Antonio, TX

Interviews were conducted with all vendors on September 11 and 17, 2025.

Proposals were evaluated using the following criteria:

Evaluation Criteria	Points
Qualifications and Experience	30
Customer Service	20
Cost Proposal	50
Oral Interviews	20
Total Possible	120

After review and scoring, Cintas Corporation received the highest overall score of 107.27 out of 120, followed by Prudential Overall Supply (91.33) and UniFirst Corporation (89.23). Cintas demonstrated strong qualifications, responsive customer service, and competitive pricing consistent with City needs.

Pricing is based on unit rates per garment, with an additional \$0.10 per premium garment, and the total estimated cost for a 3-year agreement with two optional 1-year renewals shall not exceed \$125,000.00 over the full 5-year term. The pricing provided by Cintas is considerably less per year than what we have been paying with Prudential Overall Supply. Exact costs can be provided upon request.

A copy of the scoring summary is included.

Staff Recommendation

Staff recommends that City Council authorize the City Manager to execute a three-year agreement, with two optional one-year renewals, with Cintas Corporation for Uniform Rental Services in an amount not to exceed \$125,000.00 for the total 5-year term.

This agreement will ensure consistent, professional uniform standards for Public Works staff while providing cost-effective service and maintaining compliance with safety requirements.

Financial Impact

Funding for the Uniform Rental Service agreement is included in the Public Works Department operating budget for FY 2026 through FY 2030.

Estimated annual costs are as follows:

- Year 1: \$22,622.60
- Year 2: \$23,301.28
- Year 3: \$24,000.32
- Year 4: \$24,720.33
- Year 5: \$25,461.94

Total Estimated 5-Year Cost: \$120,106.46

Council Motion

"I move to authorize the City Manager to execute a three-year agreement, with two optional one-year renewals, with Cintas Corporation for Uniform Rental Services in an amount not to exceed \$125,000.00 over the 5-year term."

Attachments

[Cintas_Bid Table_RFP_25-160-26.pdf](#)

[25-160-26 - Uniform Rental Service - Scoring Summary \(1\).pdf](#)

[1-Cover Letter and Executive Summary - Cibolo .pdf](#)

Best and Final Offer-RFP No. 25-160-26 Uniform Rental Service

Uniform	People	QTY proximately	Total Units	Rental per Item	Total
Shirts (quote based on partial vented back panel)	65	11	715	\$0.25	\$178.75
Jeans	45	11	495	\$0.28	\$138.60
Cargo Work Pants	20	11	220	\$0.25	\$55.00
Fire-Resistant Shirts	5	11	55	\$0.55	\$30.25
Fire-Resistant Jeans	5	11	55	\$0.59	\$32.45
Estimated Year 1 Total					\$22,622.60
Estimated Year 2 Total					\$23,301.28
Estimated Year 3 Total					\$24,000.32
Estimated Year 4 Total					\$24,720.33
Estimated Year 5 Total					\$25,461.94
Total Estimated Cost for the 5-Year Agreement					\$120,106.46



25-160-26 - Uniform Rental Service Scoring Summary

Active Submissions

	Total	CLARITY AND QUALITY OF PROPOSAL	Qualifications and Experience	Customer Service	Cost Proposal	Oral Interviews
Supplier	/ 120 pts	Pass/Fail	/ 30 pts	/ 20 pts	/ 50 pts	/ 20 pts
Cintas	107.27	Pass	27.5	17.5	43.27	19
PRUDENTIAL OVERALL SUPPLY	91.33	Pass	20.83	10.33	50	10.17
UniFirst	89.23	Pass	23.5	16.67	35.23	13.83



August 14, 2025

Leili Samuelson
Procurement Manager
City of Cibolo
200 South Main Street
Cibolo, TX 78108

RE: RFP #25-160-26 REQUEST FOR PROPOSALS FOR UNIFORM RENTAL SERVICE

Dear Leili Samuelson,

I want to begin by thanking you for including Cintas in the City of Cibolo Request for Proposal. Cintas is proud to present this comprehensive RFP response as it specifically relates to your needs of Uniform Services. This is one of our core business offerings for our company and we are committed to providing you and your staff with the most professional level of service possible. We are excited at the prospect of partnering with you and look forward to presenting our capabilities to you in this RFP Process.

We look forward to future discussions regarding our response and the needs of the City of Cibolo. Please let me know if you have further questions or comments regarding our response and pricing proposal. My contact information is below, and I can be contacted at any time.

Best regards,

Virginia Schabbing
Major Account Manager
Cintas Corporation
(707) 217-3025
SchabbingV@cintas.com



TAB A

Introduction to Cintas

Cintas leads the industry in supplying corporate identity uniform programs, providing entrance and logo mats, restroom supplies, promotional products, first aid, safety, fire protection products and services, and industrial carpet and tile cleaning. We operate more than 500 facilities in North America—including six manufacturing plants and twelve distribution centers. Cintas provides highly specialized products and services to over 1,000,000 customers that range from independent auto repair shops to large hotel chains and many national airlines.

Cintas is committed to four core values; Environment, Diversity, Corporate Citizenship and Safety. These values and our corporate culture are the foundation of our success and providing our customers with exceptional service and value. For additional information we invite you to visit <https://www.cintas.com/company/>

About Cintas

Cintas started from very humble beginnings in 1929 when "Doc" and Amelia Farmer established a small business to reclaim and clean rags for local factories. Their son, Hershell became president of the company in 1952 after his father's death and, after 23 years of continued success, turned the helm over to his son, Richard "Dick" Farmer. The company entered the uniform rental business in 1965, a move that would dramatically reshape the company and revolutionize the uniform marketplace. For example, Cintas was the industry pioneer in introducing polyester & cotton blend fabric that doubled the life of uniforms and made cleaning more efficient. In 1983, the company made its initial public offering of stock. Todd Schneider serves as Chief Executive Officer while Scott Farmer, the fourth generation of the Farmer family, currently serves as Executive Chairman. Today, Cintas has grown into a company that helps more than 1,000,000 businesses of all kinds and sizes get Ready for the Workday® by providing a wide range of products and services that enhance our customers' image and help keep their facilities and employees clean and safe - every day.

Fortune magazine listed Cintas among America's "Most Admired" companies in 2024 and also gave Cintas a well-deserved spot on their Fortune 500 list for the sixth year in a row. Other awards won in 2023 include Best Employers for Women, Diversity, & Military.

There are many factors that separate Cintas from our competitors.

- Our Culture
- Our Solutions
- Six Sigma Process Improvement
- Financial Strength

• **Our Culture:** Since 1929, a key to our success has been a culture that encourages meaningful, respectful relationships between our company and our employee-partners and the commitment to always do what's right. This spirit of teamwork, camaraderie and trust is the cornerstone of our culture, and our team's passion for our customers is what sets us apart.

• **Our Solutions:** The focus and the markets we serve have continued to evolve over the years, from our legacy business of uniform rental to our current product and service offerings that help enhance our customers' image and help keep their facilities and employees clean and safe — every day. Specifically:

• **Clean** -- Every minute our customers spend shopping for cleaning supplies and managing inventory is time away from their business. Our trusted services, smarter products and expert training deliver a cleaner, better image — faster.

• **Safe** -- We help keep our customers' businesses running safe and sound with programs built just for them. We don't just deliver. We stock and inventory customers' first aid & safety products and conduct emergency first aid training — giving them peace of mind and making sure they're always prepared.

• **Image** -- Image is everything. We know that how our customers dress — along with a clean, professional looking facility — makes a positive impact on their customers, business, and staff. Our job as a business partner is to drive value for our customers, both directly and indirectly as their business needs dictate.

Six Sigma

Cintas is committed to the Six Sigma process of continuous improvement. This process allows us to stay lean as a company, allows us to leverage the tools and our talents towards our customer opportunities. These Six Sigma disciplines are portable and deliver best in class, for operating and execution strategies in support of our partnership.

Financial Strength

Cintas' financial position is strong. Cash flows provided by operating activities have historically supplied us with a significant source of liquidity. We generally use these cash flows to fund most, if not all, of our operations and expansion activities and dividends on our common stock. We may also use cash flows provided by operating activities, as well as proceeds from long-term debt and short-term borrowings, to fund growth and expansion opportunities, as well as other cash requirements such as the repurchase of our common stock. We do not anticipate having difficulty in obtaining financing in the future in view of our favorable experiences in the debt markets in the recent past.

Financial Information

If you are considering an investment in Cintas, here are some facts you should know...

- We are the largest company in our industry.
- We are a market leader with an excellent reputation.
- We have an outstanding management team, most of whom have been with the company for many years. We are experienced, knowledgeable, and committed.
- We are ownership-driven. Most of the executives have the majority of their net worth invested in Cintas stock. We are motivated more by the long-term value of Cintas than by salaries, bonuses, and perks.
- We do extensive benchmarking by comparing costs and productivity — line item by line item — for every Cintas operation throughout North America. This stimulates competition within our team and sets the scene for outstanding performance.

To review Cintas' State of Income, SEC Filings, Ownership Reports and Form 10k please visit:

<https://www.cintas.com/investors/financials.aspx>

Customer Service Structure

At Cintas, we pride ourselves on being the best uniform and service solutions provider and every one of our 46,500 partners (employees) is dedicated to Customer Satisfaction. But ultimately, our success is measured by your happiness with our service and attention to your needs. In the first year, we will send out a quarterly survey to benchmark our progress in completely satisfying your needs. We will also schedule annual reviews to meet live and ensure we are providing the most secure and efficient solution for your Agency.

For every one of our customers, we have a team of people making sure you remain a satisfied Cintas customer. Let us take a minute to describe the roles of each of these individuals.

Major Account Manager – Virginia Schabbing, 8-Year Partner

This role was created to better serve our customers. The Major Account Manager is responsible for upper-level communication with the customer and opportunity development. The Major Account Manager coordinates program implementation and is the primary field contact for your account. Working with other Cintas professionals, the Major Account Manager will set the direction for the team and ensure the highest quality service and program support.

General Manager – Josh Home, 24-Year Partner

The General Manager of each local Cintas Office is responsible for the goodwill of their location's accounts. They are the local point of contact for any questions, concerns, changes or issues your locations might need assistance with. They assure that service is provided to each location in accordance with your agreement.

National Key Account Manager (KAM) – Luis Leos, 7-Year Partner

The Rental Location National Key Account Manager is responsible for maintaining, retaining, and growing customers through effective relationship-building within an assigned territory. The Rental Location National Key Account Manager ensures timely implementations of all customer programs to exceed customer expectations, service and quality standards, and position Cintas as the leader in our industry, ultimately building value and enhancing the customer experience.

Service Managers

The Service Manager is responsible for recruiting, creating, and retaining a high performing team by ensuring the members are focused, motivated, and inspired to achieve team objectives. Develops a winning environment for partner success and an enhanced partner experience. The Rental Service Manager is accountable for the retention and growth of their customers through teamwork and collaboration, through operational and service execution, by exceeding our service and quality standards, and by positioning Cintas as the leader in our industry.

Sales and Service Representatives (SSR)

Service Representatives are the liaison between your individual locations and Cintas' local office. Our Service Representatives are the service experts on your individual locations. They are able to answer questions or service concerns. These partners can help address any immediate concerns.

Local Customer Service Team

Cintas provides World Class Customer Service at each of our locations. Our normal hours of operation are 7:00 AM-5:00 PM Monday- Friday. In addition, we offer a 24-hour customer service hotline via email or 1-800 Cintas-1. Emails and voicemails are dispatched to local service centers and responded to within 24 hours.

Handling Customer Service Requests

Cintas is committed to providing exceptional service in every step of our process and with each Cintas partner that you interact with. In an effort to provide ongoing service, we have developed a *Customer Request System (CRF)* that is in place at each of our facilities. The purpose of CRF is to document and ensure that each customer request is handled properly. The CRF system consists of four parts.

1. Customer call
 - a. All customer calls are welcomed and documented in our system
2. Plan of action to properly address the customer's concern
 - a. On the first call, an immediate plan of action is agreed upon between the customer and a full-time Cintas Customer Service Representative.
3. Response and resolution
 - a. You can be assured of a quick and timely response from our team.
4. Follow up
 - a. Cintas is committed to providing world class service to all your employees.

Experience

City of Fredericksburg
Relationship since 2024
Contact: Janelle Chapman

Floresville Electric Light & Power
Relationship since 1985
Contact: Myra Trevino

Kendall County
Relationship since 2020
Contact: Chris Reimann

TAB B

Cintas leads the industry in supplying corporate identity uniform programs, providing entrance and logo mats, restroom supplies, promotional products, first aid, safety, fire protection products and services, and industrial carpet and tile cleaning. We operate more than 500 facilities in North America—including six manufacturing plants and twelve distribution centers. Cintas provides highly specialized products and services to over 1,000,000 customers that range from independent auto repair shops to large hotel chains and many national airlines. The Cintas San Antonio plant location provides uniform and facility supplies rental services to many of the large government agencies in the greater San Antonio area including, but limited to, the City of San Antonio (3 yrs), City of New Braunfels (6 yrs), City of Fredericksburg (2 yrs), City of Temple (6 yrs), Travis County (6 yrs), and City of Leander (4 yrs).

Cintas is committed to four core values; Environment, Diversity, Corporate Citizenship and Safety. These values and our corporate culture are the foundation of our success and providing our customers with exceptional service and value. For additional information we invite you to visit <https://www.cintas.com/company/>

Supplier Diversity & Sustainability

Our dynamic Supplier Diversity program actively engages with, and recruits Minority and Women owned business enterprises (M/WBE) with which to do business. Cintas holds itself accountable to create opportunities for M/WBE's to add value for our clients.

Listed below is a brief description of Cintas Supplier Diversity Program:

- Our Supplier Diversity Program reports to Cintas' Diversity Committee, which is chaired by our CEO.
- We have a corporate-wide initiative to educate our partners on the importance of having a diverse supply chain.
- Look to increase the number of small, minority and woman owned businesses that provide us with products and services, while maintaining our high standards of quality, competitive pricing, and customer service.
- Ensure that every small, minority and woman owned business is treated fairly during the supplier qualification process.
- Encourage and guide M/WBEs to become certified through the appropriate national organizations.
- Help M/WBEs to understand Cintas' requirements and vendor related policies and procedures.
- Dedicated partners that not only administrate our Supplier Diversity initiatives, but we also ones that highlight those initiatives and our M/WBE vendors in the sales process.

Relevant Data

- Cintas is a member of the National Minority Supplier Development Council, the Women's Business Enterprise National Council and the Veteran-Owned Business Association.
- Since fiscal year 2007, we have spent more than \$3.442 billion with certified diverse suppliers.
- In fiscal year 2023, we spent \$324.2 million with diverse suppliers — totaling 14% of external domestic spend.
- We spent more than \$100 million with minority business enterprises in FY '23.
- We spent more than \$2 million with veteran business enterprises in FY '23.
- We continually invest in development courses — offering training to more than 1,900 minority- and women-owned businesses across the country since 2009.

Relevant Awards

- 2025 Forbes' list of Most trusted Companies in America
- Recognized as Newsweek's America's Greatest Workplaces for Women 2024
- 2024 Newsweek's America's Best Workplaces for Job Starters
- Recognized as Newsweek's America's Greatest Workplaces for Diversity 2024
- Newsweek's 2024 list of "America's Most Responsible Companies"
- "America's Most Trustworthy Companies" by Newsweek Magazine 2023
- "America's Most Admired Companies" by Fortune Magazine 2024
- Forbes' America's Best Large Employers 2023
- Forbes "Best Employers for Women" 2023
- Forbes Global 2000
- Forbes Best Employers for Diversity

- USA Today America's Climate Leaders 2023
- Diversity Plus magazine named Cintas in its Top 30 Champions of Diversity
- 2023 Military Friendly Company, including honors as a Bronze Designated Military Friendly Employer, Military Spouse Friendly Employer, Military Friendly Brand and Military Friendly Supplier Diversity
- Recognized as Military Friendly® Supplier Diversity by the National Veteran-Owned Business Association for 2022
- Recognized by GI Jobs Magazine as – Top 25 Military Friendly Companies

Sustainability

Cintas is committed to improving the lives of our customers, partners and communities by integrating environmentally sustainable practices, principles and solutions across our business lines. We are focused on what call the 5 R's:

- **Reclaim** used products/materials from their manufacturing and use them in the manufacturing of new products. Different from Reuse, where products are not destroyed and remanufactured but cleaned and repaired.
- **Reduce** the amount of energy and materials used
- How can we **restore** damaged natural, social, and economic systems in our area?
- Use an item more than once. This includes conventional **reuse** where the item is used again for the same function and new-life reuse where it is used for a new function.
- **Re-think** processes that produce waste

Cintas was the first uniform provider to offer washable suiting created from plastic bottles. The bottles are recycled into polyester thread which is turned into fabric. Each suit uses approximately 25 plastic bottles. In 2017 this effort alone saved over 19.5 million bottles from entering our landfills. Cintas is working to adapt this same fabric technology into other products we provide. As we continue to focus on innovation and sustainability, Cintas is currently exploring manufacturing floor mats using similar technology.

Our uniform rental and facility services operations are equally focused on sustainability. Our locations...

- Use less water and recycle water, unlike home washing systems
- Earth-friendly wash formulas save up to 15,000 gallons of water every day.
- We return to municipalities 90% of withdrawn water.
- Our facilities use soap and water and do not involve commercial dry-cleaning materials
- Many of the Cintas chemicals used with our [Sanis UltraClean Systems](#) for our restroom, as well as cleaning chemicals offered through the [SIGNET™ Cleaning Chemical Service](#) are [Green Seal](#) Certified
- **DfE Chemicals**-Cleaning agents that are "Designed for the Environment" (DfE) were designed by the EPA. Cintas uses DfE chemicals in their Drain Line Maintainer Service.
- **Package-Free Products** -Our cleaning chemical dispensing platform delivers concentrated products to customers in a package-free way, which reduces the amount of packaging consumed and disposed of versus buying product at retail.
- **Cintas SafeWasher** -The Cintas [SafeWasher](#) uses environmentally friendly chemicals that are non-toxic and non-hazardous, and never go down the drain. Cintas does not use solvents.

Since Cintas runs several hundred routes delivering products and services to our customers each day, we realize that fuel consumption has a significant impact on our environment and part of our sustainability program is to utilize ways to minimize this impact. Cintas has incorporated the following initiatives:

- FY'23, decreased Emissions Intensity by 35% since FY'19.
- More than 75% of Cintas' 5-day routes have been geo-coded and condensed into 4-day routes.
- Cintas has purchased 130 new Hybrid Electric Vans to begin deploying across Michigan, New York, and California - establishing our commitment to a greener fleet and being socially responsible.
- Cintas has purchased more than 45 electronic vehicles for its alternate fuel program.
- In First Aid & Safety, we are currently piloting electric vans in the States of Ohio and Washington.
- Cintas has been steadily phasing out diesel-burning vehicles from our fleet, to have less than a quarter remaining by the end of FY'23.

- Cintas performs emissions tests on our vehicles as required and makes any necessary upgrades to keep vehicles compliant.
- Reducing trucks' idle time is an important behavioral change that supports our path to Net Zero. We have reduced idle time by 30% in FY'23, compared to 10% in 2019.
- Cintas has installed idle shutoff software on delivery trucks to reduce fuel consumption.
- In FY'23 the Rental Division reduced idling time by 33% over the previous fiscal year.
- In FY'23 the Fire protection Fleet reduced idling time by 12.4% of the prior year.
- Although our data for First Aid & Safety is limited due to the technology being fully installed later in the fiscal year, we are confident in observing a reduction in idling time in the First Aid & Safety fleet.

TAB C

Implementation & Transition

Cintas acknowledges and understands the scope of work for this project. Cintas will develop a roll out plan that meets the needs of each facility affiliated with this RFP. Cintas is committed to implementing a program that is seamless and free of any errors. We are committed to providing the highest level of service to your agency.

Below is an overview that will describe the program that we employ to ensure a smooth transition with the highest of service levels.

- Site Assessments
Cintas will conduct an assessment of each of your facilities (as needed) to determine the exact inventory levels needed to maintain sufficient inventory needs.
- Confirming Requirements
We use a detailed checklist to make sure we understand all of your requirements for the initial implementation and discuss issues that may come up in the future. Cintas ensures that your locations will only receive services that have been authorized.
- Program Documentation
The program will be communicated to the customer locations via a "Customer Fact Sheet." The details of the program are set up in our central computer. This serves to ensure that the service and the pricing at each of your locations conforms to the Master Service Agreement and is controlled by our Account Team.
- Program Rollout
The program rollout is managed by our local operations team and Service Manager assigned to your program. This individual will coordinate the communication to all of your locations as detailed in the Customer Fact Sheet.
- Follow-Up
After the program is installed at each of your locations, a series of follow-up steps takes place. Each location is contacted to ensure that they are satisfied with the installation and a variety of internal audits take place to confirm your requirements have been met. Quarterly meetings are set with the Major Account Manager to ensure your expectations are completely met on the program.

Please see the attached Cintas *Description of Service and Explanation* document for more information on our program overview.

TAB D
Cost Proposal

ATTACHMENT "2" -- EXCEPTIONS FORM

1.1 REQUEST FOR PROPOSAL: 25-160-26 Uniform Rental Service

Should your firm take exception to **ANY** of the terms and conditions in the General Services Agreement, or other contents provided in the Request for Proposal submit the following form with your RFP. If no exception(s) are taken, enter "NONE" for the first item. Make additional copies of this form if necessary.

Page Number: 4 of 16

Section Title: Article 5. INSURANCE

Paragraph Number: 1

Exception Taken:

5.1 The CONTRACTOR'S insurance shall list the City of Cibolo, its officers, agents, volunteers, and employees as additional insureds, **but only to the extent of Contractor's indemnity obligations**. The Required Limits of Insurance are attached in **Exhibit "C"**. Certificates of insurance evidencing the required insurance policies are attached in **Exhibit "D"**.

Page Number: 4 of 16

Section Title: Article 6. INDEMNITY PROVISIONS.

Paragraph Number: 1

Exception Taken:

6.1 GENERAL. TO THE FULLEST EXTENT PERMITTED BY LAW, AND EXCEPT AS SET OUT IN SECTIONS

6.2 BELOW, CONTRACTOR SHALL INDEMNIFY, HOLD HARMLESS, AND DEFEND CITY, ITS ELECTED OFFICIALS, EMPLOYEES, OFFICERS, DIRECTORS, VOLUNTEERS AND REPRESENTATIVES OF THE CITY, INDIVIDUALLY OR COLLECTIVELY, (ALL THE "INDEMNITEES" AND INDIVIDUALLY AN "INDEMNITEE"), FROM AND AGAINST ALL CLAIMS, DAMAGES, LOSSES, AND EXPENSES, INCLUDING BUT NOT LIMITED TO REASONABLE ATTORNEYS' FEES, ARISING OUT OF OR RESULTING FROM THE PERFORMANCE OF THE WORK OR OTHER ACTIVITIES OF CONTRACTOR OR ANY SUBCONTRACTOR PURSUANT TO THIS AGREEMENT, ~~DUE TO INCLUDING, WITHOUT LIMITATION~~(1) THE VIOLATION OF ANY ORDINANCE, REGULATION, STATUTE, OR OTHER APPLICABLE LAW BY CONTRACTOR OR ANY SUBCONTRACTOR (OR ANY OF THEIR EMPLOYEES) OF ANY TIER; (2) ANY LIEN OR BOND CLAIM ASSERTED BY ANY SUBCONTRACTOR OR SUPPLIER OF ANY TIER FOR WORK OR MATERIALS PROVIDED TO THE PROJECT, CONDITIONED UPON PAYMENT RECEIVED BY CONTRACTOR FROM CITY HEREUNDER; (3) BODILY INJURY OR DEATH OF ANY PERSON, OR PROPERTY DAMAGE, INCLUDING LOSS OF USE OF PROPERTY, EXCEPT TO THE EXTENT CAUSED BY ANY NEGLIGENT ACT OR OMISSION OF ANY INDEMNITEE OR THEIR DESIGN PROFESSIONALS OR

SEPARATE CONTRACTORS (OTHER THAN THE CONTRACTOR OR ANY SUBCONTRACTORS).

Page Number: 9 of 16

Section Title: 7.13 WARRANTY

Paragraph Number: 1

Exception Taken:

~~CONTRACTOR shall provide a one (1) year warranty document. This warranty shall obligate the CONTRACTOR to provide all equipment, materials, workmanship, and labor at no charge during the Warranty period, and to correct any defect excluding any damage caused by misuse, abuse, vandalism, or acts of God.~~

Page Number: 14 of 31

Section Title: SPECIAL PROVISIONS

Paragraph Number: 1

Exception Taken:

B. WARRANTY OF SERVICES

Vendor warrants and represents that all Services to be provided to the CITY under the Agreement will be fully and timely performed in good and workmanlike manner in accordance with generally accepted industry standards and practices, the terms, conditions and covenants of the Agreement and all applicable Federal, State and local laws, rules or regulations. This warranty may not be limited, excluded or disclaimed and any attempt to do so will be without force or effect. ~~Unless otherwise specified, the warranty period shall be a minimum of one year from acceptance by the CITY for Services.~~ In the event any applicable warranty is breached, the Vendor shall promptly upon receipt of demand of performance, perform the Services again in accordance with the above standard at no additional costs to the CITY. All costs incidental to such additional performance shall be borne solely by the Vendor. The CITY shall endeavor to give the Vendor written notice of the breach of warranty within thirty (30) calendar days of discovery of the breach of warranty, but failure to give timely notice shall not impair the CITY's rights under this section.

Page Number: 15 of 31

Section Title: B. INTELLECTUAL PROPERTY

Paragraph Number: 1

Exception Taken:

~~All services and products resulting from performance of a written deliverables submitted under the~~ contract with the selected Consultant shall become sole property of the City of Cibolo. At contract execution, the Consultant will sign an agreement for assignment of all copyright and intellectual property to the City of Cibolo.

CERTIFICATION AND ACKNOWLEDGEMENT

The undersigned, as an authorized agent of the Respondent, hereby certifies:

The Respondent is in receipt of _____ addenda.

The Respondent certifies:

- that (i) it does not Boycott Israel; and (ii) will not Boycott Israel during the term of the Contract. This section does not apply if the Company is a sole proprietor, a non-profit entity or a governmental entity; and only applies if: (i) the Company has ten (10) or more fulltime employees and (ii) this Contract has a value of \$100,000.00 or more to be paid under the terms of this Contract pursuant to Texas Government Code, Chapter 2271, Section 2271.002.
- that it does not do business with Iran, Sudan, or a foreign terrorist organization pursuant to Texas Government Code, Chapter 2252, Section 2252.153.
- that it does not boycott energy companies, and will not boycott energy companies during the term of the Agreement pursuant to Texas Government Code, Chapter 2274, Section 2274.002.
- that it (i) does not have a practice, policy, guidance or directive that discriminates against a firearm entity or firearm trade association; and (ii) will not discriminate against a firearm entity or firearm trade association during the term of the Agreement pursuant to Texas Government Code, Chapter 2274, Section 2274.002.
- that it is not (i) owned or controlled by (a) individuals who are citizens of China, Iran, North Korea, Russia, or a designated country; or (b) a company or other entity, including a governmental entity, that is owned or controlled by citizens of or is directly controlled by the government of China, Iran, North Korea, Russia, or a designated country; or (ii) headquartered in China, Iran, North Korea, Russia or a designated country pursuant to Texas Government Code, Chapter 2274.
- that it is qualified to perform the work and services outlined in this RFP.
- that the Proposal has been arrived at independently and submitted without collusion with any other Respondent, CITY staff or CITY contractor, and the contents of the Proposal have not been communicated by the Respondent or, to the Respondent’s best knowledge and belief, by any one of its employees or agents to any person not an employee or agent of the Respondent, and will not be communicated to any person prior to CITY’s final action on this RFP prior to contract award. Nothing in this paragraph shall be construed to prevent or preclude two or more companies or persons from joining together to submit a Proposal for the work.
- that the offers, terms and conditions of the Proposal will remain valid and effective and may be relied upon by CITY for a period of ninety (90) days following the Proposal closing date and time as identified in this RFP or addenda.
- that it has provided disclosure of all known claims for losses, damages, or indemnification, including any settled, threatened, or ongoing litigation, as required in Submission Requirements.
- that it has procedures in place to, and will, comply with the document retention and disclosure requirements of Texas Government Code 552.371.

Signed By: Virginia Schabbing Title: Major Account Manager

Typed Name: Virginia Schabbing Company Name: Cintas Corporation No. 2

Phone No.: (707) 217-3025 Email: schabbingv@cintas.com

Remit Address: 3349 SE Loop 410 San Antonio, TX 78222

Federal Tax ID No.: 311703809 DUNS No.: 962162983

Date: 8/14/25

TAB G

Cintas is subject to legal proceedings, insurance receipts, legal settlements and claims arising from the ordinary course of its business, including personal injury, customer contract, environmental and employment claims. In the opinion of management, the aggregate liability, if any, with respect to such ordinary course of business actions will not have a material adverse effect on the consolidated financial position, consolidated results of operations or consolidated cash flows of Cintas.



City Council Regular Meeting Staff Report

G. Discussion/Action on the Tri-County Chamber Elected Officials Reception Sponsorship for \$1,000. (Mr. Reed)

Meeting	Agenda Group
Monday, October 27, 2025, 6:30 PM	Discussion/Action Item: 11G.
From	
Wayne Reed, City Manager	

PRIOR CITY COUNCIL ACTION:

City Council approved a Government Level membership (\$650) for the Tri-County Chamber in the FY26 budget.

BACKGROUND:

Becki Babcock, Tri-County Chamber Executive Director, has requested the City of Cibolo consider a \$1,000 sponsorship for its [Elected Officials Reception](#) event, which is scheduled for November 12th from 6:00 pm to 9:00 pm. The description for the Elected Officials Reception is as follows:

Join us as we celebrate and honor the leaders who help make our community thrive! The Texas Tri-County Chamber of Commerce invites you to an evening of connection with elected officials, business leaders, and community members. Enjoy great food, drinks, and conversation while building stronger partnerships for the future.

STAFF RECOMMENDATION:

No recommendation. This is a City Council policy decision.

FINANCIAL IMPACT:

The sponsorship request is for \$1,000. The City Council can fund this through its City Council budget and its \$8,000 for other activities.

MOTION(S):

Approve: I move to approve \$1,000 for the Tri-County Chamber's Elected Officials Reception in November 2025.

Disapprove: I move to not approve \$1,000 for the Tri-County Chamber's Elected Officials Reception in November 2025.



City Council Regular Meeting Staff Report

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

Meeting	Agenda Group
Monday, October 27, 2025, 6:30 PM	Discussion/Action Item: 11K.
From	
Peggy Cimics, City Secretary	

PRIOR CITY COUNCIL ACTION:

N/A

BACKGROUND:

N/A

STAFF RECOMMENDATION:

N/A

FINANCIAL IMPACT:

N/A

MOTION(S):

N/A

Attachments

[Oct Nov 2025.pdf](#)

October



2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1 Parks Meeting 6:30pm	2 Youth Council 6:30pm	3	4
5 Last day to register to vote	6	7	8 Municipal Court P&Z Meeting 6:30pm	9 NEP Luncheon 11:30am Historic Committee 6:30pm	10	11
12	13	14 Council Workshop 5pm City Council 6:30pm	15 Meet the Candidate 6pm	16 EDC Meeting 6:30pm	17	18 Cibolofest 10am-10pm
19 First day of early voting Animal Shelter Meeting 6:30pm Old Town MP Meeting 6:30pm	20	21 Chamber Luncheon	22 Municipal Court	23	24	25 Shred Day 8am-12pm
26 Council Workshop 5pm-6:25pm City Council 6:30pm	27	28 TML Conference	29 TML Conference	30 TML Conference	31 TML Conference	

November



2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3 Board of Adjustment 6:30pm	4 Election Day Election Day Go Vote! Today	5 Parks Open House 6:30pm	6 Youth Council 6:30pm Special Council Meeting 6:30pm	7	8
9 UDC Meeting 6:30pm	10	11 City Offices Closed VETERANS DAY 	12 Municipal Court P&Z Meeting 6:30pm	13 NEP Luncheon 11:30am Historic Meeting 6:30pm	14	15
16 Canvass Ballots	17	18 Chamber Luncheon 11:15am Council Meeting 6:30pm	19 Old Town Master Plan Meeting 6:30pm	20 City Thanksgiving Luncheon 11:30am EDC Meeting 6:30pm	21	22
23	24	25	26	27 City Offices Closed 	28 City Offices Closed 	29
30						