



**CITY OF BANDERA
CITY COUNCIL SPECIAL MEETING**

Bandera City Hall, 511 Main Street, Bandera, Texas
Thursday, August 27, 2026, at 6:30 PM

511 Main St. • PO Box 896 • Bandera, Texas 78003 • P: (830) 796-3765 • F: (830) 796-4247

MINUTES

1. Call to order.

Mayor Griffin called the meeting to order at 6:31 PM.

PRESENT

Mayor Denise Griffin, Councilmember DeAnna McCabe, Councilmember Tammy Morrow, Councilmember Debbie Breen, Councilmember Jeff Flowers.

ABSENT

Councilmember Lynn Palmer

2. Invocation and Pledge. All stood for the pledges; there was no invocation.

3. Visitors to be heard (shall not exceed 30 minutes total). There was one visitor to be heard, Allen Jehle, who spoke against cutting the pay for the exempt employees and reducing the staff size.

4. Discussion and possible action on the following items FY 2027 Budget:

A. **Utility and trash rates.** Councilmember Morrow moved to accept the conservation rates and amend the utility rates to reflect. Second, by Councilmember Breen.

In favor Breen, Morrow, Flowers, McCabe. Motion passes.

B. **Fee Schedule.**

C. **Methodist Church Facility Use Agreement.**

D. **Final Budget Review.**

Kunz answered questions and summarized the changes made to the filed budget from the August 25, 2026 meeting.

Councilmember Breen moved to cut the Administrative Assistant position, Second by McCabe

Council discussed staffing and specific positions. Councilmember Breen reiterated her support for cutting one head at City Hall. City Administrator Kunz requested that Council retain the current positions for the budget and allow additional time to evaluate staff duties. She stated that three months was insufficient to complete a full assessment, acknowledged Council's intent, and indicated that she would identify reductions where feasible. Kunz stated that she did not believe changes to the budget were necessary.

Council also discussed whether the positions had previously been approved by Council. The mayor asked whether a motion had been made. Councilmember Breen stated that no motion had been made, but that she had been told the positions were not approved. Kunz requested that the motion be amended.

**Councilmember Breen amended her motion to alleviate one position within City Hall.
Councilmember McCabe seconded the amended motion.**

In favor Breen, McCabe, Morrow

Opposed Flowers. Motion passes.

Councilmember Breen moved to a reduction of department head salaries by 9 percent, Second by Councilmember Morrow.

Breen explained that when they campaigned last year and hit a lot of doors that the salaries were a constant gripe about how high the salaries here. She believes some of our department heads are out of line if you look at cities our size. Breen compared to the County where the county has no problem getting people to apply.

City Administrator Kunz questioned the appropriateness of comparisons with County employees, citing differences in duties and responsibilities, including the City's responsibility to provide clean water and wastewater services 24 hours a day. She emphasized the experience and contributions of long-serving City employees in maintaining these services and supporting the City's financial stability. Kunz requested the salary comparisons referenced by Council and expressed concern about reducing salaries based solely on public perceptions. She stated that exempt employees had not received a salary increase since 2022 and opposed salary reductions for employees who had dedicated more than ten years to the City.

Councilmember Flowers expressed support for Kunz's position, referenced statistics, and cautioned that salary reductions could lead to employee departures. Kunz commended City Hall staff's performance and asked for a year to allow her to fully evaluate staffing and operations.

Councilmember Morrow withdrew her second and Councilmember Breen withdrew the motion. Motion dies.

The Mayor explained to Council that there needs to be a record vote for the tax rate of .567163 per \$100.00. The Mayor went one member at a time to get the votes.

For the proposed tax rate: Councilmember Breen, Councilmember Morrow, Councilmember McCabe, Councilmember Flowers

Absent: Councilmember Palmer

5. Adjourn. The meeting was adjourned at 7:57PM

/s/ Jill Shelton Dickerson

Jill Shelton Dickerson, City Secretary