



AGENDA ITEM SUMMARY

Agenda Date	November 18, 2025
Requested Action	APPROVE RESOLUTION NO. 2025-R86; A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BOERNE, TEXAS, AMENDING COMPENSATION FOR THE MAYOR AND COUNCIL MEMBERS PURSUANT TO SECTION 3.05 OF THE BOERNE HOME RULE CHARTER. <i>(Discussion and Action on Council Member and Mayor Stipends.)</i>
Contact Person	Ben Thatcher, City Manager
Background Information	At the September 23, 2025 meeting, the City Council held an open discussion regarding stipends for elected officials. The city manager reviewed the historical record of council compensation dating back to 1925 and presented comparative data from peer cities. Key points: • History: Boerne first adopted stipends in 1925 at \$25 per month. Current rates of \$200 (Mayor) and \$150 (Council) were established in 2004 and have remained unchanged since. • Charter Authority: Section 3.05 authorizes the City Council to set compensation by ordinance or resolution; any increase becomes effective only upon the next election for each seat. • Peer Comparison: Stipends among similar Texas cities vary widely (see attached). • Inflation Context: \$25 in 1925 is roughly equivalent to \$450–\$500 in 2025 dollars. • Public Transparency: Council emphasized that discussion and action occur in open session and that increases apply prospectively. The Council reached general agreement to pursue a reasonable adjustment approximating a doubling of current amounts. Because the City Manager was absent from the October meeting, formal consideration was rescheduled for November.

	Proposal (Double Current Stipends)			
	Position	Current Rate	Proposed Rate	Effective Date
	Mayor	\$200 per month	\$400 per month	Upon next mayoral election
	Council Members	\$150 per month	\$300 per month	Upon next regular election for each seat
	This maintains proportional differences between the Mayor and Council Members and better offsets incidental service-related expenses.			
Strategic Alignment	B1 – Utilizing data to drive smart decision making.			
Financial Considerations	• Current annual cost: \$11,400 • Full implementation cost: \$22,800 (once all seats transition to the new rates) • Because changes take effect only after elections, the increase phases in gradually and can be absorbed within the existing General Fund. • The impact for the current fiscal year will be a \$1,500 increase after the May election.			
Citizen Input/Board Review	N/A			
Legal Review	The City Attorney’s Office has reviewed this proposal and confirmed that it is consistent with the provisions of Section 3.05 of the City’s Home Rule Charter.			
Alternative Options	• Approve Resolution No. 2025-R86 as presented. • Modify stipend amounts and approve as amended. • Defer action and request additional data. • Take no action, retaining current rates.			
Supporting Documents	Resolution No. 2025 – R86 Council Stipend Research (Chronology of City Council Compensation 1925–Present) Mayor / Council Salary Survey (Texas City Comparisons)			