

MINUTES
SPECIAL CALLED CITY COUNCIL MEETING
CITY COUNCIL WINTER WORKSHOP
TRAINING ROOM
447 North Main Street
Boerne, TX 78006
JANUARY 30, 2025 – 6:00 PM

Minutes of the Special Called City Council Meeting of January 30, 2025.

Present: Mayor Frank Ritchie, Council Member Bret Bunker, Mayor Pro Tem Ty Wolosin, Council Member Sharon Wright, Council Member Joseph Macaluso, and Council Member Quinten Scott.

Staff Present: Ben Thatcher, Larry Woods, Chastity Valdes, Lori Carroll, Susan Finch, Mike Raute, Chris Shadrock, Danny Zincke, Jeff Carroll, Nathan Crane, Kristy Stark, Lissette Jimenez, Natalie Shults, Nick Montagno, Sarah Buckelew, Walter Ball, Steve Perez, and Mike Mann.

Recognized / Registered Guests: No guests were present.

1. CALL TO ORDER – 6:00 PM

Mayor Ritchie called the City Council meeting to order at 6:00 p.m.

Mayor Ritchie provided the Invocation and led the Pledge of Allegiance to the United States Flag and the Texas Flag.

2. PUBLIC COMMENTS:

No comments were received.

3. WELCOME AND WORKSHOP OBJECTIVES

Mayor Ritchie asked City Manager Ben Thatcher to lead the meeting. CM Thatcher expressed appreciation to the council members for attending the special called meeting. It is our practice to hold a strategic workshop annually to provide helpful information as we enter our budget process.

4. DISCUSSION: UNDERSTANDING OUR ORGANIZATIONAL CULTURE AND EMPLOYEE ENGAGEMENT

CM Thatcher invited Danny Zincke, Assistant City Manager, to discuss the significance of employee engagement. Mr. Zincke presented the results of the city's Gallup Q12 staff survey, which received responses from 249 employees. The survey indicated that 49% of employees are engaged, 41% are not engaged, and 10% are actively disengaged. Notably, the engagement rate has increased from 44% in 2022 and 34% in 2020. He also highlighted several key initiatives that have contributed to this positive trend.

5. DISCUSSION: COMMUNITY INSIGHTS - INFORMING STRATEGIC PRIORITIES

CM Thatcher presented the results of the Citizen Survey, which had been shared with the City Council via email prior to this meeting. The survey gathered approximately 1,600 responses from both city and county residents. Key areas of the study included: Refer-a-Friend Rating, comparison to other cities, importance of amenities, benefits of development and growth, safety and security, mobility and infrastructure issues, city performance, interaction with city staff, appearance and beautification efforts, support for new city investments, communication needs and preferences, and demographic insights.

The Boerne Citizen Survey reflected significant improvements over past years. CM Thatcher noted that sections of the study would be presented monthly at council meetings, allowing council members the opportunity to address citizen concerns and discuss key issues within their district.

6. DISCUSSION: SETTING THE COURSE – REVIEWING AND REFINING THE STRATEGY MAP

CM Thatcher continued with a review of the City's Strategy Map, seeking feedback from the Council on its current structure and effectiveness. He presented a department's workplan in Smartsheet, which serves as a tool for holding staff accountable for various projects. The discussion focused on how the City's strategic initiatives align with its overall operations and the

importance of conducting an audit to ensure that no key initiatives are overlooked.

CM Thatcher stated that he would bring to the Council an audit outlining the breakdown of initiatives. He requested that Council members provide their feedback by the end of February, allowing for a more in-depth discussion on the rolling 10-year plan in March.

Mayor Ritchie convened the council for a short break at 7:24 p.m.

Mayor Ritchie reconvened the council into open session at 7:32 p.m.

7. DISCUSSION: BALANCING DEMAND & RESPONSIBILITY – PARKS AND RECREATION OVERVIEW

CM Thatcher asked Assistant City Manager (ACM) Kristy Stark to provide an overview of the city parks. ACM Stark introduced Parks and Recreation Director Lissette Jimenez, who assisted with the presentation.

ACM Stark displayed a map outlining properties within the 78006 and 78015 zip codes, the city limits, and the Boerne ISD boundary. She discussed Boerne ISD's projected growth, which is expected to increase by 74% by the year 2033.

Her presentation highlighted key aspects of the city's park system, including:

A total of 430.70 acres of developed parkland.

A comparison of Boerne's park statistics against the National Recreation and Park Association (NRPA) standards which shows the city is currently meeting needs of city residents.

Unmet recreational needs within the community.

The proposed site plan for Northside Park.

Full-time equivalent personnel required to support various programs.

Discussion ensued regarding waiving fees for city citizens using the parks, the use of existing tennis courts for pickleball, and the possibility of covering the courts at the new park. Various perspectives were shared on the feasibility, costs, and community impact of these options.

8. DISCUSSION: BUDGETING FOR OUR STRATEGIC PRIORITIES

CM Thatcher requested that Sarah Buckelew, Finance Director, review the budget cycle, state law requirements, and the overall structure of the budget process. Ms. Buckelew provided an overview of Zero-Based Budgeting, the city's process in which all expenses must be justified and approved from a baseline of zero for each new budget cycle. She also reviewed the budget calendar and sought feedback from the council on the city's budget process.

9. CLOSING & NEXT STEPS

A discussion followed on several key topics, including the potential extension of purple pipe, long-term water planning to include water consumption and water conservation efforts, a future bond election based on survey results, and collaboration with the county on parks projects. CM Thatcher noted that Mike Mann, Utilities Director, will present on future water planning at the next council meeting.

10. COMMENTS FROM COUNCIL – No discussion or action may take place.

Mayor Ritchie expressed appreciation to staff for the informative presentation.

11. ADJOURNMENT

Mayor Ritchie adjourned the meeting at 8:31 p.m.

Approved:

Mayor

Attest:

City Secretary