



# CITY OF BANDERA CITY COUNCIL REGULAR MEETING

Bandera City Hall, 511 Main Street, Bandera, Texas  
Tuesday, April 14, 2026 at 6:30 PM

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

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## AGENDA

1. **Call to order.**
2. **Invocation and Pledge.**
3. **Visitors to be heard (shall not exceed 30 minutes total).**

*Citizens wishing to be heard may do so on all matters except personnel matters, matters listed on the agenda as a public hearing, and matters under litigation. Each person addressing the council must provide his/her legal name and current address for city records and meeting minute preparation. Each person will only be allowed to speak on matters on the agenda during citizen's forum/public comment. No rebuttals will be permitted. Each person addressing the governing body shall not exceed three (3) minutes. Section 551.042, Government Code, V.T.C.A. (i.e. Texas Open Meetings Act) permits a member of the public or a member of the governmental body to raise a subject that has not been included in the notice for the meeting, but any discussion of the subject must be limited to a proposal to place the subject on the agenda for a future meeting. All remarks shall be addressed to the council as a body, and not to any individual member thereof. Any person making personal, impertinent, or slanderous remarks while addressing the council may be requested to leave the meeting.*

4. **Discussion and possible action on the following items:**

- A. Discussion and possible action on a request from James Hernandez with the Chamber of Commerce to close off Maple Street between Hwy 16 and 14th street for July 11, 2026 from 7am to 5pm for the 2nd annual Bandera Chamber BBQ Cook-Off
- B. Discussion and possible to approve Resolution 2026-002 to revise Comp Time Policy. McCabe
- C. Discussion and possible action to approve street closures for the Gumball 3000 Rally pm March 24, 2026.
- D. Discussion and possible action for a request to use the Tin Man parking lot on June 8, 2026 for the Gumball 3000 rally for vendors.
- E. Discussion and possible action on approval for use of section 1 of the Bandera City Park on July 4, 2026 for the annual pet parade from 8am to 12pm.
- F. Discussion and possible action on hanging Gumball 3000 banners on City lamp posts for the June 8, 2026 event.
- G. Discussion and possible action on approval of section 1 of the City Park for the annual National Day of the American Cowboy on July 25, 2026 from 7am to 6pm.
- H. Discussion and possible action on the process of re-zoning the West side of 10th street.-  
Morrow
- I. Update on Auction items. Morrow
- J. Discussion and possible action on water restrictions revisions. Morrow

**5. Requests and Announcements.**

- A. Requests by Council to place items on an agenda.
- B. Announcements by Council.

**6. Adjourn.**

/s/ Jill Shelton

Jill Shelton, *City Secretary*

*The City Council for the City of Bandera reserves the right to adjourn into Executive Session at any time during the course of this meeting to discuss any of the matter listed above, as authorized by Texas Government Code §551.071 (Consultations with Attorney), §551.072 (Deliberations about Real Property), §551.073 (Deliberations about Gifts and Donations), §551.074 (Personnel Matters), §551.076 (Deliberations about Security Devices) and §551.086 (Economic Development). There may be a quorum of Economic Development Corporation/Planning and Zoning member at any regularly scheduled City Council Meeting. This facility is wheelchair accessible and handicapped parking is available. Requests for accommodations or interpretive services must be made 48 hours prior to the meeting. Please contact the City Secretary at (830) 796-3765. This agenda is posted in accordance with the Texas Government Code, Chapter 551 on April 8, 2026.*

*Pursuant to Section Previous 30.06, Penal Code (trespass by license holder with a concealed handgun), a person licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law), may not enter this property with a concealed handgun". "Pursuant to Section 30.07, Penal Code (trespass by license holder with an openly carried handgun), a person licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law), may not enter this property with a handgun that is carried openly".*

**Jill Shelton**

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**From:** Bandera County Chamber <james@banderachamber.com>  
**Sent:** Friday, March 13, 2026 4:42 PM  
**To:** Jill Shelton; Earl Heidelberg  
**Subject:** July 11 - Street Closure Request  
**Attachments:** Street Closure Request - July 11, 2026.jpg

We would like to submit a street closure request for July 11 please.

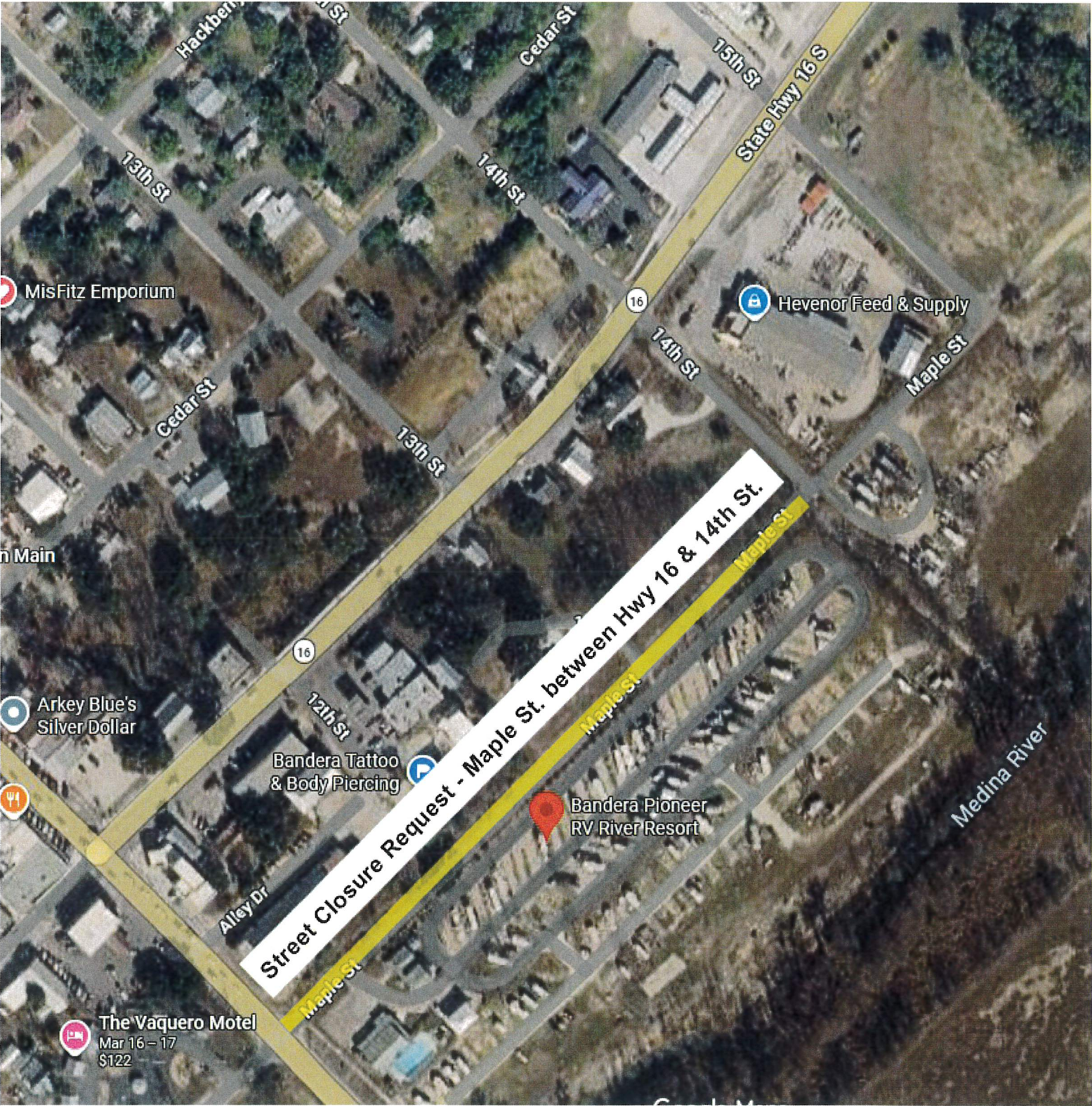
Request: To close off Maple St. between Hwy 16 & 14<sup>th</sup> St.  
Date: July 11, 2026  
Time: 7am-5pm  
Event: 2<sup>nd</sup> Annual Bandera Chamber BBQ Cook-Off.  
The intersection of Maple & 14<sup>th</sup> will remain open for thru traffic.

At last year's event we had a problem with people parking on both sides of Maple, creating an unsafe amount of space for vehicles to get through. This also didn't leave a safe amount of space for pedestrians to walk down Maple to get to the cook-off.

Please let us know if you have any questions.

Kind Regards,  
James Hernandez  
Executive Director  
Bandera County Chamber of Commerce  
Office: (830) 796-3280  
P. O. Box 2445  
158 HWY 16 S.  
Bandera, Texas 78003





**CHAPTER 19. OVERTIME, COMPENSATORY TIME, AND FLSA COMPLIANCE**

A. For purposes of determining the City's obligations to pay overtime rates as per federal law, all Employees shall be classified for FLSA purposes as either "exempt" or "non-exempt" in accordance with the guidelines established by federal law.

B. "Exempt" Employees are those who are not subject to the overtime provisions of the FLSA. "Non-exempt" employees are those employees who are covered by the overtime provisions of the FLSA that is, employees who under this federal law are entitled to earn overtime pay under criteria set by federal law.

C. It is the responsibility of the Mayor and the City Council, along with the City Administrator, with the advice of counsel, to determine the appropriate employees which are FLSA exempt. Any employees not qualifying as exempt shall be carried as non-exempt.

D. FLSA exempt employees shall not be entitled to receive overtime pay as per FLSA standards. FLSA non-exempt employees shall be afforded overtime pay at the rate of time and one-half the employee's regular rate of pay for hours worked more than forty (40) hours within a given workweek.

E. Law enforcement personnel covered under the FLSA 7(k) exemption shall be on a 43-hour requirement before FLSA overtime is triggered in a workweek or 86 hours for 14-day work period. Other statutory exceptions to the standard 40-hour workweek shall be used if applicable.

F. For purposes of calculating overtime pay obligations, if any, the City's work week begins at 12:00 AM (midnight) each Monday and runs through 11:59 PM on the following Sunday, as specified above.

G. Paid time off in the form of holidays, annual leave, sick leave, jury duty, military leave, and other absences from productive work will not be counted as time worked for purpose of overtime pay computations under FLSA, except as otherwise required by law.

H. Any unscheduled hours worked that would trigger an overtime pay obligation must be approved in advance by a supervisory employee in the chain of command, including the City Administrator, or the Mayor.

I. Non-approved overtime work shall be compensated, as required by law, but may serve as grounds for disciplinary action for failure to abide by this pre- approval requirement.

J. Compensatory Time

i. Each job description designates whether persons hired in that classification are Exempt or Non-exempt by the overtime provisions of the Fair Labor Standards Act (FLSA).

ii. Overtime Compensation for Non-Exempt. Non-exempt employees are entitled to compensatory time. Compensatory time hours accrued shall be used within three (3) months of accrual or get bought back by the City. If it is found to be at no fault of the employees that

compensatory time was not used in a timely manner, employees may request permission to extend use of comp time up to six (6) months.

iii. The City of Bandera shall pay the non-exempt employee any unused Compensatory Time in accordance with one and one half of the regular rate of pay at the time of separation.

iv. Certain executive, administrative, and professional employees are exempt from the overtime provisions of the FLSA and are expected to provide necessary and reasonable overtime services with no additional compensation. The salaries of these positions are established with this requirement in mind. Compensatory time off is at the discretion of and with approval by the City Administrator for Exempt employees for special reasons or extenuating circumstances.

v. Public safety -- i.e., police officers, are subject to an 80-hour cap on accrual of compensatory time. All other employees are subject to a cap of 60 hours without the express written consent of the City Administrator. Compensatory time off for Exempt employees, if granted, is accrued at the employee's regular rate of pay and subject to the same accrual caps.

#### 1. Compensatory Time Hours Definition

- a. Compensatory time may also be referred to as comp time.
- b. Compensatory time hours shall include hours worked for the City of Bandera in excess of 40 hours in any work week.
- c. Paid leave, such as holiday or vacation, shall not be counted in determining if compensatory time hours.

#### 2. Compensatory Time Hours Qualifications

- a. Compensatory hours and pay qualification shall be determined by the employee's position and duties.
- b. Employees may be required to work compensatory time hours, however, employees required to work compensatory time hours shall be reasonable and in compliance with the laws governing working hours and the City of Bandera policy due to their positional duties and responsibilities and level of decision-making authority.
- c. Compensatory time hours for employees performing law enforcement/fire protection duties is to be actual hours worked in excess of 86 in the 14-day work period, as defined by the Fair Labor Standards Act (FLSA) and its regulations.

#### 3. Compensatory Time Hours Accrued

- a. Compensatory Time Hours Accrued may also be referred to as compensatory time hours earned.
- b. Exempt employees shall accrue compensatory time hours at a rate of one and one-half times their hours worked over 40 and up to 45 hours

of work in a workweek and at the rate of one times their hours worked over 45 hours worked in a workweek.

- c. Compensatory time hours accrued shall not exceed 40 hours. If it is found to be at no fault of the employees that compensatory time exceeds the maximum amount, employees may request permission to accrue up to 80 hours. Department heads shall make request to City Administrator. City Administrator shall makes request to City Council.
- d. Nonexempt employees shall accrue compensatory time hours.
- e. Compensatory time for law enforcement employees shall be handled in accordance with the policy for overtime compensation established, as defined by the Fair Labor Standards Act (FLSA) and its regulations.

#### 4. Compensatory Time Hours Used

- a. Compensatory time may be used for any purpose desired by the employee; however the City of Bandera shall have the right to require employees to use earned compensatory time at the convenience of the City.
- b. City Administrator and department heads shall be responsible for ensuring each employee is using compensatory time accrued as soon as possible after earning it.
- c. Exempt Employees: Compensatory time hours accrued shall be used within 3 months of accrual or it will be forfeited. If it is found to be at no fault of the employees that compensatory time was not used in a timely manner, employees may request permission to extend up to 6 months. Department heads shall make request to City Administrator. City Administrator shall makes request to City Council.
- d. Nonexempt Employees: Compensatory time hours accrued shall be used within 3 months of accrual or get bought back by the City. If it is found to be at no fault of the employees that compensatory time was not used in a timely manner, employees may request permission to extend up to 6 months.

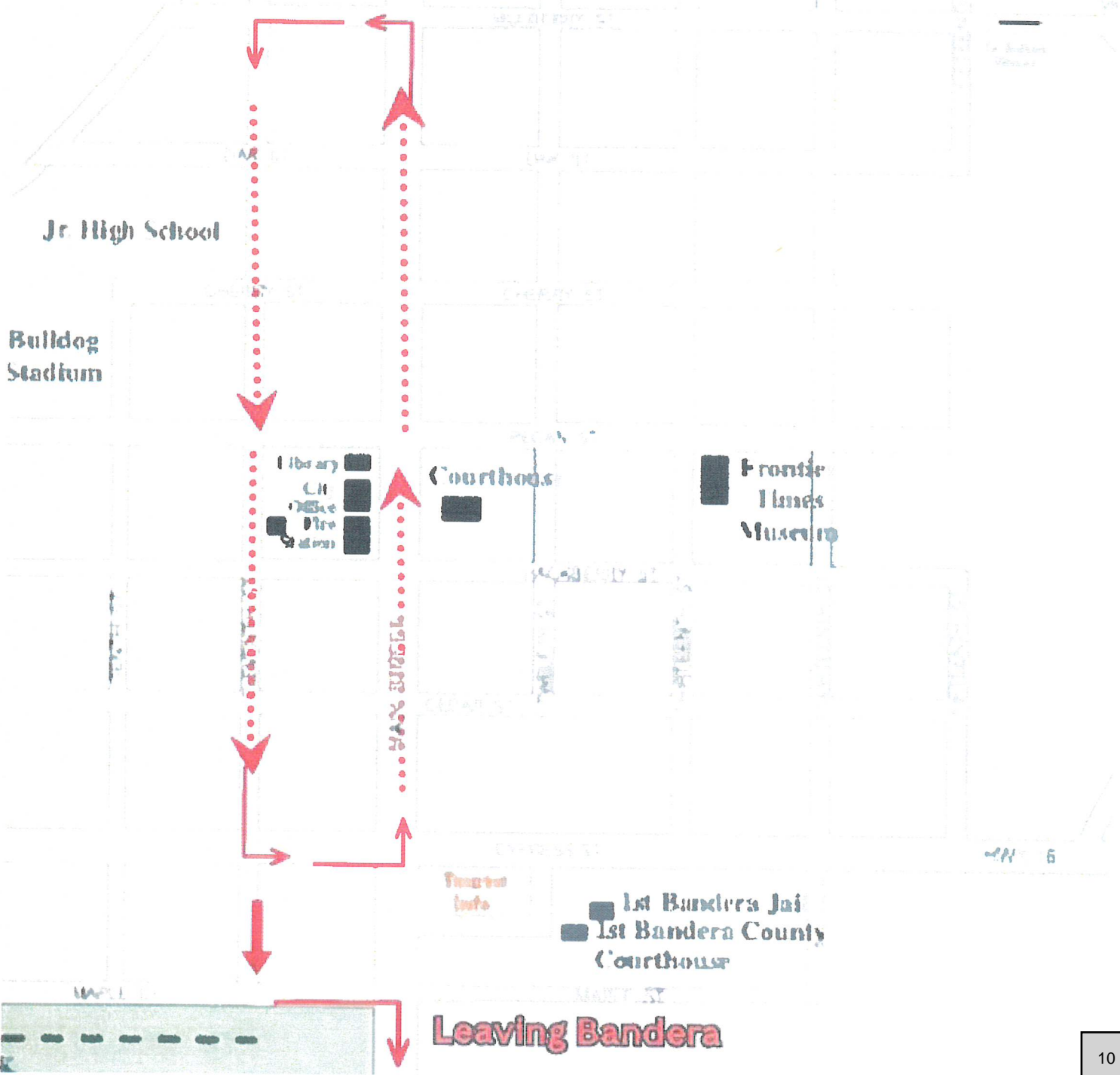
# Street Closure Gumball 3000 June 7th 2026



# Street Closure Gumball 3000 June 8th 2026



# Parade Route Gumball 3000 June 8th 2026



GUMBALL 3000 PROPOSED STREET CLOSURES AND TIMES

**SUNDAY JUNE 7**

11<sup>TH</sup> STREET FROM CEDAR TO CYPRESS

7:00pm SUNDAY JUNE 7 UNTIL 5:00pm MONDAY JUNE 8

CYPRESS STREET 7:00pm SUNDAY JUNE 7 UNTIL 4:00pm  
MONDAY JUNE 8

**MONDAY JUNE 8**

CEDAR STREET FROM MAIN STREET TO 11<sup>TH</sup> STREET

9:00am UNTIL 3:00pm MONDAY JUNE 8

**Jill Shelton**

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**From:** Arlene Guerra <arleneguerra.bba@gmail.com>  
**Sent:** Tuesday, March 31, 2026 5:39 PM  
**To:** Jill Shelton  
**Subject:** Use of Tin Man Parking lot on June 8th.

Jill,

We are requesting closure and use of tin man parking lot on June 8th for the Gumball Rally. We will utilize the lot for vendors.

Please let me know if I need to complete or do anything else.

Thank you.

Arlene Guerra  
Bandera Business Association  
President  
210-632-4535

**Jill Shelton**

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**From:** Carey Reed <careyreed1@gmail.com>  
**Sent:** Monday, March 30, 2026 3:12 PM  
**To:** Jill Shelton  
**Subject:** Re: Pet parade

Jill

Do we need to request to be in the City Council agenda for April's meeting or are we already approved to use just that one block of the city park on the 4th of July from 8 am to 12 pm for the Annual Pet Parade.

I know I came last year but I think it was just to do a press so they would know what they were approving.

Please let me know.

Thanks

Carey Reed  
830-688-1533

**Jill Shelton**

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**From:** CVB Director <director@banderacowboycapital.com>  
**Sent:** Tuesday, March 31, 2026 4:23 PM  
**To:** Jill Shelton  
**Cc:** banderasigns@gmail.com  
**Subject:** Request to be on the City Council Agenda  
**Attachments:** Untitled design (2).jpg

Hello Jill:

Please add to the next agenda for the city council meeting our request for hanging Gumball 3000 banners on city lamp posts for the June 8 Gumball 3000 event. We are coordinating with BEC for the install and removal. Seventeen will be on Main Street and 9 on 11<sup>th</sup> Street (if approved by BEC). Also, we have communicated with Ron Gherman who gave the approval to remove and reinstall the Bulldog banners before and after the event. See the attached picture to show the 3ft high vs. 5ft high for the event.

We are looking at the end of May/ first of June for install depending on BEC's schedule.

Please let us know if you need anymore information prior to the April 14<sup>th</sup> City Council meeting.

Appreciatively~

Carita Jundt

Executive Director

Bandera County CVB

[www.banderacowboycapital.com](http://www.banderacowboycapital.com)

Office: 830-796-3045

Mobile: 830-796-5679





**Jill Shelton**

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**From:** Arlene Guerra <arleneguerra.bba@gmail.com>  
**Sent:** Wednesday, April 1, 2026 3:54 PM  
**To:** Jill Shelton; Denise Griffin  
**Subject:** City Park Request

I would like to official ask Council for use of City Park for our annual National Day of American Cowboy on July 25th, 2026 from 7:00 am to 6:00 p.m. We are a nonprofit and would ask that we have use of the park at no charge to the BBA.

Thank you in advance for your consideration.



Arlene Guerra/President  
210-920-5180



# CITY OF BANDERA

511 Main St. • PO Box 896 • Bandera, Texas 78003 • P: (830) 796-3765 • F: (210)761-7352

## Public Agenda Item Request

The submission of a request for an item to be placed on the agenda must be specific and contain an explanation of the purpose of the item and the effect of the item's enactment.

Agenda items must be submitted to the City Secretary's office by 5:00 pm Wednesday a week prior to the scheduled meeting. Any person may address their respective item until 2:00 pm prior to posting (72 hours in advance of the meeting).

All agenda item requests are given to the Mayor for approval. It is at the Mayor's discretion whether or not your request is put on an agenda. If the request is not approved by the Mayor, it takes the approval and signatures from two (2) council members to be on an agenda.

### Summary of proposed agenda item for discussion and possible action on:

Discussion and possible action on the process of re-zoning the West side of 10<sup>th</sup> Street

*[Handwritten Signature]*

Signature (Required)

*3-27-24*

Date

### FOR CITY USE ONLY

This request is for the City Council meeting held on \_\_\_\_\_.

This request was received at \_\_\_\_\_ am / pm on \_\_\_\_\_.

Date stamp



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**Summary of proposed agenda item for discussion and possible action on:**

*Update on Auction items*

*[Handwritten Signature]*  
Signature (Required)

*3-27-26*  
Date

**FOR CITY USE ONLY**

This request is for the City Council meeting held on \_\_\_\_\_.

This request was received at \_\_\_\_\_ am / pm on \_\_\_\_\_.

Date stamp



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**Summary of proposed agenda item for discussion and possible action on:**

*Discussion a possible action on water restrictions revisions.*

*Tom...*  
Signature (Required)

*3-24-20*  
Date

**FOR CITY USE ONLY**

This request is for the City Council meeting held on \_\_\_\_\_.

This request was received at \_\_\_\_\_ am / pm on \_\_\_\_\_.

Date stamp