

Possible Charter Election

Worksession – December 2, 2025

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Possible Charter Election Considerations

- City already holding May 2026 election
 - Other options November 2026, May 2027
- Could wait until November 2026 or May 2027
- If move forward with May 2026
 - Consider strategic amendments
 - Next option following a May 2026 election would be May 2028

Possible Charter Amendments

- Mayor and Council pay
- Reducing Council's quorum from 2/3 to simple majority or 60%
- Shift setting Council meeting schedule to staff
- Eliminate public hearings for Department Heads and/or Council Appointees
- Eliminate restriction against budget adoption at same meeting as budget hearing
- Revise streets privilege to eliminate individualized ordinance

Possible Charter Amendments

- Remove requirement for ordinance to create, abolish, or reorganize depts that are not required by the charter
- Remove charter required departments all together
- Remove requirement for annual report by public service corporations
- Changes to council terms
 - Increase term length (3 or 4 years)
 - Stagger terms
 - Term limits
- Modernize or update to current law/practices

Mayor & Council Pay

- 2016 – Failed – 34.6% (for) 65.4% (against)
 - Fixed sum
 - \$60k for Mayor
 - \$45k for Councilmember
- 2022 – Failed – 48% (for) 52% (against)
 - indexed to internal benchmark
 - 1/2 of average salary of department directors for Mayor
 - 1/2 of average salary of assistant directors for Councilmember

Mayor & Council Pay

Other options:

- Specify some base rate with an adjustment mechanism
- Index to Tarrant County Median Household Income (\$85,350) (ex. 100% for Council; 125% for Mayor)
- Authorize Council to set annually by ordinance but with some stated cap

Mayor & Council Pay Other Cities

- What has passed?
 - **Benchmarked to HUD AMI** for 4 person household – San Antonio, November 2024 (Mayor – \$87.8k, Council – \$70.2k) **and** El Paso, November 2018 (Mayor – \$67.9k, Council – \$45.3k)
 - Changed from **per meeting amount to monthly salary** (\$50 per meeting to \$400 monthly) – Lewisville, May 2025
- What has failed?
 - **Fixed amount** (Council – \$60k increase to \$90k, Mayor \$80k increase to \$110k) – Dallas, November 2024
 - **Per meeting** amount increase (\$50 to \$750) – McKinney, November 2024
 - **Fixed amount with annual CPI adjustment** (\$850/month to \$1500/month) – Frisco, May 2025

Mayor & Council Term Limits

Other Cities

- **Term Length**

- Dallas (Mayor 4 year, Council 2 year)
- Austin (4 year)
- Houston (4 year)
- San Antonio (4 year)

- **Term Limits**

- Dallas (Mayor 2 terms, Council 4 terms)
- Austin (2 terms)
- Houston (2 terms)
- San Antonio (2 terms)

Timing for May 2026 Election

February 13, 2026 – last day to order election
May 2, 2026 – Election Day

Next Steps

- May 2026 Election
 - Another worksession to review specific proposition language (Jan 6)?
 - Ordinance calling election before February 13
 - Recommend charter review/rewrite before end of 2028
- November 2026 or May 2027
 - Revisit amendments closer to election date

Questions?

