



**Harris County Appraisal District
2022 Annual Report**

Letter from the Chief



Presiding Officers of Harris County Taxing Units
Members of the Board of Directors
Harris County Appraisal District
Citizens of Harris County

Our county, state, and nation continue to adjust to a changing economy, and HCAD is no exception.

With more than 1.8 million parcels of property within the boundaries of Harris County, the taxable property value skyrocketed 14.6 percent to \$580 billion in 2022. A surge in both inflation and interest rates later in the year brought an end to a seven-year streak of property sales growth.

Through our continuing use of innovative technology – including our mobile app, iFile, iSettle, and Webex for virtual meeting opportunities – the ARB was able to hand over appraisal records to me on August 19, even as we experienced another year of record protest volume.

We are settling back into a routine as the pandemic threat subsides, but we remain adaptable in the face of an evolving workplace. HCAD continues to provide a flexible work environment to improve our employees' quality of life. Even through the changes, productivity remains high as HCAD preserves our commitment to First-Class Customer Service.

We continue to partner with local political leaders and community development corporations to maintain an active presence throughout the county. We conduct both in-person and virtual property tax workshops about the protest process, exemptions, and renditions. The virtual forums are recorded, allowing property owners to access vital information at their own convenience. As always, our goal is to make it easier for property owners to understand the property tax process which provides the primary source of local government revenue in Texas.

In August, the board of directors approved a proposal to change our name to the Harris *Central* Appraisal District, to improve efficiency and lessen the misunderstanding that the district is part of county government. Some fiscally responsible transitional steps were implemented in the days following the board vote, although the name change did not take effect until January 1, 2023.

The appraisal district is responsible for discovering and valuing all taxable property in Harris County in a professional, fair, and equitable manner. This annual report is published to provide our taxing units and taxpayers with a transparent view of the district's responsibilities, activities, and major initiatives.

Sincerely,

A handwritten signature in black ink that reads "Roland Altinger". The signature is written in a cursive style with a large initial 'R'.

Roland Altinger
Chief Appraiser

District Profile

The Harris County Appraisal District (HCAD) is a political subdivision of the State of Texas established in 1980, following the codification of property tax laws by the 66th Texas Legislature in 1979. The codification established one appraisal district in each of the state's 254 counties for the purpose of discovering and appraising property for ad valorem tax purposes for each taxing unit within the boundaries of that appraisal district. HCAD, the largest district in the state, serves 567 taxing units.

Texas appraisal districts are permitted to contract with their taxing units to perform tax collection functions. HCAD has not contracted with any of its taxing units to provide these services through 2022 and does not anticipate any collection contracts in the foreseeable future.

HCAD has seven board members. Taxing units select members as follows:

Harris County, the City of Houston, and the Houston Independent School District each appoint one representative to the board. The cities other than Houston choose one representative by election. The junior college districts together with school districts other than Houston ISD choose one representative by election. The conservation and reclamation districts choose one representative by election. The Harris County Tax Assessor-Collector serves on the board as an ex-officio member. The chief appraiser administers the selection process in the fall of each odd-numbered year.

The board of directors has general policy-making authority and has primary responsibility for fiscal matters, including approval of major contracts and adoption of the annual budget. The board appoints the chief appraiser, who is chief administrator of the district, and appoints the taxpayer liaison officer, who helps resolve disputes that may arise as a property owner goes through the appraisal process. Beginning in 2010, the administrative judge of the Harris County Civil District Courts appoints members of the Appraisal Review Board (ARB). The board of directors appoints the chairman and secretary of the ARB from among the serving members.

The primary purpose and responsibility of the district is to provide to the taxing units and property owners within its boundaries fair and equitable appraisals of property subject to ad valorem taxation.

In Texas, the property tax is the primary source of funding for local government units (school districts, cities, counties, junior college districts, and other special districts). Property taxes pay much of the cost of public schools, police and fire protection, courts, health services, streets, water and sewage, parks, and most other local government activities. The Harris County Appraisal District does not determine how much each of these local governments will spend to provide services, nor does it set their tax rates. Each local government adopts its own budget, then sets a tax rate that will generate the amount of money required to pay for its services. The district provides each local government with a list of its taxable property, together with the January 1 value of each property and appropriate exemptions. The appraisals serve to allocate the tax burden among all property owners on an equal and uniform basis, based upon market value.

The Office of the Chief Appraiser is primarily responsible for the overall planning, organizing, staffing, and controlling of district operations as required by the Texas Property Tax Code. The district is organized into two

primary departments: Chief Appraiser and Deputy Chief Appraiser. Those divisions reporting directly to the Chief Appraiser are primarily responsible for the support services divisions consisting of ARB Operations, Jurisdiction Communications, and Information & Assistance. These divisions coordinate support functions, including records maintenance, exemptions, customer service to property owners, support for the ARB, and records management. The Information Technology Division maintains the district's data center, local area networks, software applications, and imaging. The Budget & Finance Division is responsible for the business support functions relating to budget, finance, employee benefits, purchasing, capital assets, facilities, and postal services. Human Resources, Audit Support Services, Communications Services, and Legal Services also report directly to the Chief Appraiser.

Divisions reporting directly to the Deputy Chief Appraiser are the appraisal divisions consisting of Appraisal Operations, Agricultural Valuation, Business and Industrial Property, Commercial Valuation, Residential Valuation, and Review Appraisal. The Appraisal Divisions are responsible for the valuation of all real and personal property accounts. Security Services also reports directly to the Deputy Chief Appraiser.

Local Economy

The district's activities for the previous 12 months led up to the major event of certification of the appraisal roll. The appraisal roll was certified on August 19, 2022, with less than 5.67 percent of the total appraised value in the district remaining under protest. State law requires that not more than 10 percent of the total value remain in unresolved property owner protests at the time the records are approved and certified as the appraisal roll. The sum of the taxable value for each of the 567 taxing unit appraisal rolls was approximately \$4.89 trillion, resulting in a 2022 ad valorem tax levy of approximately \$14.5 billion, an increase of 16.4 percent from 2021.

The Harris County Appraisal District encompasses a 1774-square-mile area, including some of the most complex properties in the world. These include port facilities of the Houston Ship Channel and Port of Houston, the busiest port in the United States in terms of foreign tonnage and the second busiest in overall tonnage. The properties include two major international airports, more than 350 class A high-rise office properties, hundreds of millions of square feet of warehouse and retail properties, tens of thousands of apartment units, and more than 1.3 million homes. Harris County is one of the world's major petrochemical centers and includes five refineries, thousands of miles of pipeline and tank storage, and dozens of petrochemical processing facilities. The City of Houston is the fourth largest city in the United States, and Harris County estimates that the unincorporated area of the county would be the fifth largest city. The appraisal district also appraises business and industrial personal property for taxation, again at full market value.

Despite charging through the pandemic with no let-up in sales, Houston real estate could not withstand the powerful economic headwinds that began swirling in 2022 and ultimately ended a much-admired, record-setting run. On top of the limited affordable housing inventory, mortgage rates were perhaps the biggest culprit, rising throughout most of the year as the Federal Reserve drove a steady campaign of interest rate

hikes to tame soaring inflation. The move prompted many consumers to postpone home buying plans – in many cases diverting to the rental market which thrived as a result. While mortgage rates have fallen steadily since surpassing seven percent in November, home sales continue to slow and will likely remain down through at least the early part of 2023.

Single-family home sales for 2022 were down almost 11 percent compared to 2021's record pace, marking the first year that Houston housing has been in the red since 2015. Despite the sales slowdown, prices rising to new highs in the \$400,000s kept 2022's dollar volume close to last year's record level.

According to the Houston Association of Realtors' (HAR) December/Full-Year 2022 Housing Market Update, single-family home sales fell 10.9 percent to 95,113. Sales of all property types totaled 117,572, down 10.7 percent from 2021. Total dollar volume dropped just 2.0 percent to \$45.6 billion versus \$46.5 billion in 2021.

Demand for residential land fuels demand for commercial land, and with the population influx in Harris County, there is still a healthy market for land development. The housing market continues to run behind the demand for both single family homes and multi-family complexes.

Following exponential increases in the multi-family rental market in 2021, conditions continued to improve in 2022. Market rents went up 5.8% over prior year increases, with conditions peaking in September. When the Fed increased interest rates, many apartment tenants opted to wait to buy residences until mortgage rates fall. Meanwhile, the interest rate hike added to inflation and operating costs for apartments, which increased rental rates. Houston remains one of the most affordable cities in Texas, with only San Antonio listing cheaper average monthly rent. By the end of the year, occupancy rates were at 90.6%.

The office market continues to face its fair share of challenges. The vacancy rate was 18.8%, among the highest in the nation among major markets. Many companies are still transitioning to accommodate the remote work trend, which seems to be here to stay. Still, net absorption ended on a positive note for the first time since 2019 but fell short of expectations. Rents have been driven down by high levels of sublet space and the uncertainty of space utilization going forward.

Medical office buildings are viewed by investors as safe-haven assets, due to the aging baby boomer generation and the growing Harris County population. Major health systems continue to expand their facilities both on campus and off campus (outpatient space) to accommodate these changes.

The Houston Metro area finished the year as one of the most active retail markets in the country. Total net absorption of 5.1 million square feet outpaced new supply of 3.1 million square feet, and occupancy reached 95% in the fourth quarter. Overall rental growth was about 4.4%, which is above the national average of 3.8%.

Momentum in the warehouse market did not cease. Driven by record container volumes through the Ship Channel and e-commerce growth, Houston surpassed every other major metro area in warehouse space absorbed in 2022. The warehouse vacancy rate fell close to 300 basis points to 5.6%. It was also a record-breaking year for new construction starts with 33.5 million square feet underway by the end of the year, the majority of which were distribution warehouses.

Comparison of Appraised Values To Previous Year

The change in appraised value of taxable property between years 2022 and 2021 is reflected in the following tables:

HARRIS COUNTY APPRAISAL DISTRICT APPRAISAL VALUES		
Category	Appraised Value (in billions)	
	2021	2022
Residential	\$ 309.6	\$ 350.4
Apartments	52.4	63.7
Commercial	126.4	144.0
Vacant Land	13.5	14.8
Industrial	35.8	40.3
Utilities	6.4	7.2
Commercial Personal	32.0	35.3
Industrial Personal	31.4	38.2
Other	59.3	65.3
Total	\$ 666.8	\$ 759.2

HARRIS COUNTY APPRAISAL DISTRICT APPRAISED VALUES			
2022		2021	
Number of Accounts	Appraised Value (in thousands)	Number of Accounts	Appraised Value (in thousands)
1,724,313	\$ 756,786,076	1,700,000	\$ 666,018,188

Note: Land that is valued using productivity valuation methodology, such as agricultural or timber use is not included in the total appraised values. All other land is included. Since more than one property parcel is included on some accounts, the actual number of parcels appraised by the district is more than the number of accounts listed above.

Taxable Values

The following table compares the taxable values (appraised values less exemptions and special valuations) for the government of Harris County. The information presented here has been updated through January 1, 2023. The change in the appraised and taxable values from 2021 to 2022 varied among taxing units, reflecting the mix of property types, exemptions, and market conditions within each unit.

HARRIS COUNTY TAXABLE VALUES (in thousands)				
	<u>2022</u>	<u>2021</u>	<u>Change</u>	<u>Percent Change</u>
Appraised Value	\$ 756,786,076	\$ 666,018,188	\$ 90,767,888	13.63%
Taxable Value	\$ 579,981,323	\$ 506,214,557	\$ 73,756,766	14.57%

Texas Comptroller of Public Accounts Ratio Study & Governance Review

Section 5.102, Tax Code requires the Comptroller of Public Accounts to review county appraisal district (CAD) governance, taxpayer assistance, operating and appraisal standards, procedures, and methodology at least once every two years. School districts located in counties that do not receive the Methods and Assistance Program (MAP) reviews in a year will be subject to property value studies in that year. A MAP review was completed for 2022 and the district received a perfect score of 100, which exceeds the mandatory standard of evaluation established by the Texas Comptroller. Another MAP review will be conducted in 2024.

Government Code Section 403.302 requires the Comptroller to conduct a study to determine the degree of uniformity and the median level of appraisals by the appraisal district with each major category of property, as required by Section 5.10, Tax Code. This study is required every other year. If the locally appraised value in a school district is within the statistical margin of error of the state value, the Comptroller’s Property Tax Assistance Division (PTAD) certifies a school district’s local tax roll value to the Commissioner of Education. A 5 percent margin of error is used to establish the upper and lower value limit for each school district. If the local value is outside the acceptable range, the PTAD certifies the state value, unless the school district is eligible for a grace period, which is a period when local value is used even though it is determined to be invalid. A property value study was preliminarily completed for 2021 and all school districts fell within the margin of error. Another property value study will be conducted in 2023.

The district’s median level of appraisal for 2021 is summarized in the following table:

STATE COMPTROLLER'S STUDY	
Property Category	Median Level of Appraisal 2021
Single Family Residential	.98
Multi-Family Residential	.93
Vacant Lots	.91
Acreage	N/A
Commercial Real Property	.97
Utilities	.94
Commercial Personal Property	.99
Overall Median Level - All Properties	.98

Since the statistical median reflects the mid-point of a sample, it is generally desirable to maintain median appraisal levels at or slightly below 1.00 to avoid over-appraisal of properties. The International Association of Assessing Officers (IAAO) guidelines state that the overall level of appraisal for all parcels in the jurisdiction should be within 10 percent of the legal level. Based on these criteria, the district’s 98 percent appraisal level is considered to reflect very good appraisal performance.

Property Owner Protests, Appeals and Litigation

During 2022, property owners and professional tax consultants filed 494,161 protests, resulting in an increase of 9.13 percent from the 2021 protest volume of 452,834. Generally, property owners may protest appraised values placed on their property before the time the appraisal rolls are approved and certified.

The protest period is conducted from May to August each year. Property owners usually resolve disagreements about their appraised value, exemptions, or other issues in an informal meeting with a district appraiser. If no agreement is reached informally, the property owner is heard before the appraisal review board, an independent body. Most panels consist of three members, but a single ARB member can hear a formal protest at the property owner’s request. The panel makes the final determination. The 2022 protest activity data has been updated through March 22, 2023.

The table below shows the protest activity for the last 10 years:

PROTEST ACTIVITY (Dollars in millions)				
Year	Reappraisal Year	Accounts Protested	Value of Accounts	Avg. Percent Reduction
2013	Yes	302,336	\$230,189	8.75%
2014	Yes	346,041	247,547	8.52%
2015	Yes	372,584	285,432	6.29%
2016	Yes	380,550	311,655	10.79%
2017	Yes	389,837	319,509	10.35%
2018	Yes	372,647	319,656	9.95%
2019	Yes	421,763	363,786	10.28%
2020	Yes	447,128	389,017	9.76%
2021	Yes	452,834	394,269	7.19%
2022	Yes	494,161	454,934	6.60%

Property owners who are dissatisfied with their protest hearing result may appeal the appraisal review board decision by filing suit in state district court. They may choose to file an application for binding arbitration, or for a hearing with the State Office of Administrative Hearings.

The volume of litigation for the past 10 years has soared from 3,568 lawsuits in 2013 to this year's record high of 7,959. The number of accounts included in the lawsuits also increased significantly starting in 2013. A change in the rules for arbitration in 2017 caused the large jump in the number of lawsuits and the number of accounts within those suits for 2018.

The volume of litigation for the last 10 years is summarized in the following table:

LITIGATION VOLUME (Dollars in billions)					
Year	Total Lawsuits	Number of Accounts	Value of Accounts	Number Resolved	Value Loss %
2013	3,568	11,019	\$55.3	11,018	9.94%
2014	4,022	9,734	62.5	9,727	9.86%
2015	4,133	10,124	64.6	10,094	11.36%
2016	4,212	12,018	90.8	11,939	11.88%
2017	4,661	11,918	81.1	11,855	11.27%
2018	7,183	16,024	87.9	14,916	10.23%
2019	6,374	15,005	106.5	14,258	11.05%
2020	6,568	16,141	129.7	13,615	11.11%
2021	6,915	14,658	115.0	9,355	10.17%
2022	7,959	16,418	141.3	719	10.12%

Rather than filing suit in state district court, property owners may appeal the appraisal review board decision through binding arbitration. Arbitration is available for non-homesteaded properties valued at \$5 million or less. Homesteaded properties have no value limit.

A change in rules for binding arbitration in 2017 caused tax agents to move back to litigation in 2018, causing a substantial drop in arbitration volume, although the number of arbitration cases have continued to rise significantly as values have increased.

Arbitration volume for the last 10 years is summarized in the following table:

ARBITRATION VOLUME				
Year	Number of Accounts	Determined	Dismissed/ Withdrawn	Pending
2013	774	774	47	-
2014	713	713	73	-
2015	1,239	1,239	495	-
2016	7,780	7,780	4,715	-
2017	7,375	7,375	3,702	-
2018	2,276	2,276	1,331	1
2019	3,548	3,548	2,189	3
2020	5,119	5,117	4,148	27
2021	5,645	5,645	4,467	1,037
2022	8,398	3,667	3,566	4,832

Another option for property owners is to file an appeal with the State Office of Administrative Hearings (SOAH). The Texas Legislature adopted a pilot program for certain counties in 2009 that allowed property owners to appeal ARB orders for real or personal properties with values of more than \$1 million to SOAH. Effective January 1, 2014, the 83rd Legislature made the pilot program permanent for every county in the state, allowing SOAH to hear appeals of ARB decisions statewide. Property owners may appeal to SOAH if the appeal concerns the determination of the appraised or market value of the property. The property owner must exercise this option not later than 30 days after receiving the ARB’s Order of Determination, and they must deposit \$1,500 with SOAH. As a member of the initial SOAH pilot program, HCAD has been the leader in the state for this method of property tax appeal. In 2022 HCAD was involved in 19 SOAH cases and all of them have been resolved.

iFile and iSettle Programs

The Harris County Appraisal District continues its online iFile program that allows property owners and agents to protest their noticed values through the district's website. During 2022, there were 71,751 agent protests and 93,987 property owner protests received through iFile. Both programs have reduced the number of property owners needing to appear in person at the district's office. Additionally, much of the paper handling, data entry, scanning, and filing tasks were eliminated due to the increased use of iFile and iSettle. The iFile program also allows personal property renditions to be submitted online.

The iSettle program was developed to provide a way for property owners to resolve online through our website rather than appear in person to meet with a district appraiser. Residential property owners not represented by agents, who participate in iFile, may use iSettle. Participation requires the property owner to give an opinion of value and a reason for the change requested. A district appraiser reviews the information and decides whether to offer the property owner relief. Acceptance of the appraiser's offer binds the property owner for the tax year. If the appraiser determines that an offer is not warranted, the protest is scheduled for an informal meeting with an appraiser. Rejection of the appraiser's offer, or failure to respond, automatically schedules the property owner to appear for a formal hearing.

In 2017, a new feature was added to the iFile/iSettle program that allows property owners participating in iSettle to upload their hearing evidence via the Owners website. This uploaded evidence is taken under consideration by the district before making an iSettle offer to the property owner. A total of 16,416 property owners used this feature in 2022, and they uploaded a total of 127,832 files. The addition of this new feature plays a significant role in the quality of iSettle offers made by the district.

iFile and iSettle volume is summarized in the following table:

iFILE/iSETTLE VOLUME						
Year	iFile Participants	iFile Renditions Processed	iFile Rendition Extension Requested	iSettle Offers Accepted	Owners Website Accounts Enrolled	Owners Website Accounts Serviced
2013	72,879	24,803	20,803	7,473	55,000	2,361
2014	97,000	31,258	21,202	13,920	90,000	8,061
2015	109,300	29,669	20,928	13,140	152,000	12,000
2016	119,547	30,452	21,075	13,679	180,000	16,000
2017	118,381	31,154	22,090	19,284	213,000	21,000
2018	118,798	32,098	20,546	9,749	233,000	25,000
2019	146,543	31,019	21,892	23,550	261,000	33,000
2020	172,407	32,931	12,598	32,620	287,000	41,000
2021	168,239	32,725	20,691	38,562	295,000	43,000
2022	287,387	34,364	20,007	36,751	353,102	34,574

Major Initiatives

We enacted changes passed by lawmakers during the 87th Legislative Session in 2021. HCAD’s legislative team monitored more than 500 bills affecting property tax administration. Over 50 of those bills passed. Most notable was a measure passed during the first of two special sessions (SB 8) allowing property owners to qualify for a prorated portion of their residential homestead exemption in the year of purchase. In the past, owners had to wait until January 1 of the following year to gain any benefit from the exemption.

The legislature clarified the temporary disaster exemption with SB 1427 to include only physical damage. The Texas Attorney General earlier ruled that economic damages suffered during the pandemic did not qualify for the exemption, and the legislature codified this opinion into law.

As part of the ongoing effort to improve the Truth-in-Taxation law from 2019, the legislature passed HB 2723, which creates a single portal (Texas.gov/PropertyTaxes) to local property tax databases which are maintained by the appraisal districts.

An omnibus bill (SB 63) set forth several new tasks. The protest form was simplified, allowing property owners to challenge both market and equity valuations with a single check box. Members of the board of directors are limited to five terms, but prior service will not count toward the limit. Newly established 90-day deadlines on nearly all administrative processes will provide challenges to timely certification of appraisal records in the future.

Following many years of employee suggestions, we finally worked out the details and implemented a 'sick leave bank', where employees can donate accrued time off to colleagues who are stricken by catastrophic illness and have exhausted their paid leave. This is but another example of the great family culture that has been built at HCAD.

The human resources department completed a major salary adjustment project. They compared compensation rates for similar jobs performed within HCAD, and salaries for 'like jobs' performed in the labor market. As a result, 84% of our team members received salary adjustments, and 94% received one-time, lump sum Quality Service Incentives.

We also added a seventh Core Value – Mentorship. We risk losing decades of institutional knowledge every time a long-term employee walks out the door, and nearly 80 percent of those surveyed say they plan to retire from HCAD. By adding to our formal programs like HCAD Academy and the 16-module Effective Supervisor course, mentorship helps to create a sanctuary for innovation and leadership development at every level of our organization.

The district continued to look for ways to improve efficiency and customer service satisfaction. These projects ranged from hardware and software upgrades to improvements in online services started during the onset of the pandemic in 2020. Workstations and monitors were upgraded to newer technology to offset the sluggish performance associated with aging systems.

As part of a larger effort to digitize district forms that have traditionally been processed manually on paper, the public also has the ability to fill, sign and submit forms online, as well as being able to upload information and photographs for protests. This initiative has significantly reduced the processing time for both the district employees and property owners. The new electronic forms even allow property owners to submit forms from a mobile device without ever having to login to a computer.

While most property owners continue to use in-person hearings, remote hearings continued to grow in popularity because of the convenience of doing it from home or office from anywhere in the world. The numbers using remote hearings increased to 122,886 in 2022, compared with 105,200 in 2021 and 95,000 two years ago when the district first introduced the remote hearings option.

The district's outreach program to educate property owners on exemptions and appeals continued to increase in popularity, and because of a partnership with community-based organizations, the program reached more than 6,700 property owners. The communications group conducted 52 property tax and exemption workshops for civic and professional groups, including forums in Spanish and Vietnamese. The workshops promote district resources available and provide individualized and immediate answers to property owner account questions. HCAD also created a new program called 'Going the Extra Mile' (GEM), to recognize the 44 employees who worked nights and weekends to assist in the outreach effort.

Some of the district’s outstanding 2022 performance measures are summarized in the following table while others can be found throughout this annual report.

2022 PERFORMANCE MEASURES	
Category	Number
Residential Properties Inspected	258,856
Business & Industrial Inspections	53,905
Commercial Property Inspections	39,935
Residential Sales Verified	13,800
New Subdivisions	1,157
Homestead Exemption Applications	281,345
Telephone Questions Answered	279,886
Walk-In Customers	53,602
Property Owner Email Responses	64,900
Community Meetings	52

To provide property owners with easier access to data and maps, the district also created interactive electronic maps for the website. Property owners can search for their property by account number, name, or address and once there, the site will provide the name, address and account number and the neighborhood name. The interactive maps also will show additional properties and provide value comparisons in the neighborhood.

Awards and Acknowledgements

For the sixth year in a row, Harris County Appraisal District has landed on the Houston Chronicle’s list of Top Workplaces 2022. Each year, the Chronicle recognizes a select number of organizations with high employee engagement as Top Workplaces in Houston. These organizations are recognized solely based on their employees’ survey responses. The Top Workplaces shared a common philosophy, recognizing their workers as their most important assets and the key to their success.

The Government Finance Officers Association (GFOA) awarded a Certificate of Achievement for Excellence in Financial Report to the Harris County Appraisal District for its annual comprehensive financial report (ACFR) for the fiscal year ended December 31, 2021. This was the 35th consecutive year that the district has achieved this prestigious award. In order to be awarded a Certificate of Achievement, a government must publish an easily readable and efficiently organized ACFR that satisfied both generally accepted accounting principles and applicable legal requirements.

A Certificate of Achievement is valid for a period of one year only. We believe that our current ACFR continues to meet the Certificate of Achievement Program's requirements and we are submitting it to the GFOA to determine its eligibility for another certificate.

HCAD maintained its Texas State Comptroller's Leadership Circle Platinum Award that it received for going above and beyond the standards for financial transparency set by the state.

HCAD had 10 employees earn their Registered Professional Appraiser (RPA) designation: Shantavia Brooks, Timothy Clark, Sedniqa Griffin, Paige Lawrence, Kelvin Lopez Gonzalez, Long Nguyen, Mandy Nolan, Mayra Palacios, Hwee Tay, and Jose Vaquera.

We also had 16 employees earn their Certified Tax Assessor (CTA) designation in 2022: Kierra David, Mark Davis, Viettu Deem, Jazmin Escamilla, Sathish Jasti, Aubrey Langston, Christopher Li, Joshua Maldonado, Minh Nguyen, Emmy Nguyen, Tramy Nguyen, Trang Nguyen, Ramon Smith, Ruben Vasquez, Peter Vu, and Philisia Washington.

Ramon Smith received an Assessment Administration Specialist (AAS) designation from the International Association of Assessing Officers (IAAO), which recognizes professionalism and competency in administration of a variety of functions for property tax purposes. Justin Birmingham and Ayana Ogletree earned their Certified Commercial Advisor (CCA) designation from the National Association of Real Estate Advisors (NAREA). Four employees received Personal Property Specialist (PPS) designations from the IAAO as well: Jennifer Contreras, Hollie Dunlap, Robbie Moore, and Pauline Yu.