Harris Central Appraisal District News Release

For more information contact Jack Barnett, Communications Officer, 713-957-5663

November 9, 2026

HCAD Named A Houston Top Workplace For 10th Consecutive Year

Houston — The Harris Central Appraisal District (HCAD) has been named a Top Workplace in the Houston metropolitan area by the Houston Chronicle for the 10th year in a row.

"This award reaffirms the district's commitment to cultivating an engaged workforce dedicated to serving the residents and taxpayers of Harris County," said Adam Bogard, chief appraiser.

The recognition is based on confidential employee feedback collected and analyzed by Energage, an independent firm that provides technology-based engagement tools. The district's 10-year record reflects the voices of employees who help fulfill its public service mission every day.

While celebrating the recognition, Bogard emphasized that employee feedback is only valuable when it leads to action. He intends to use the survey feedback this year to improve the district for the employees as well as the public and taxing jurisdictions. Employees across the district will work to identify opportunities for improvement and develop team action plans designed to strengthen both the employee experience and the service provided to Harris County taxpayers.

For HCAD leadership, the recognition is about creating an environment where employees are engaged, supported, and empowered to deliver exceptional service to the public.

"Our goal isn't simply to be recognized as a great place to work," Bogard said. "Our goal is to create an environment where engaged employees can do their best work, because when that happens, the people of Harris County receive the highest level of service."

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Survey results revealed employees continue to find value in the work they do, their coworkers, and HCAD's mission. The survey also highlighted employees' pride in public service, meaningful work, and teamwork across the organization.

"Our employees come to work every day knowing that what they do matters," Bogard said. "Whether they're helping property owners understand the appraisal process, supporting hearings, maintaining critical technology systems, or serving taxpayers in our community, their work has a direct impact on the people of Harris County."

Employees described finding purpose in helping property owners and serving the public, reinforcing the connection between employee engagement and exceptional customer service.

"Meaningful work matters," Bogard said. "Many of our employees choose to stay at HCAD because they know their efforts help ensure fairness, transparency, and service for Harris County taxpayers. When employees feel connected to that purpose, it ultimately benefits the public we serve."

Bogard explained the district encourages employees to be innovative, improve processes, use technology efficiently and effectively, and work across departments to provide prompt, courteous and professional assistance.

“Our employees’ knowledge, professionalism and dedication allow us to respond to the needs of the public while continuing to look for faster, clearer and more streamlined ways to do our jobs that provide additional convenience to our property owners,” Bogard said.

The appraisal district was ranked number 14 among the large organizations participating in the Houston Metroplex this year. The district has also received national recognition for Culture Excellence in 3 categories, as well as placement on the Remote Work Top Workplaces list.

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About HCAD

The Harris Central Appraisal District is a political subdivision of the State of Texas established in 1980 for the purpose of discovering and appraising property for ad valorem tax purposes for each taxing unit within the boundaries of the district. The district has approximately 1.9 million parcels of property to assess each year with a total market value of approximately $938 billion. The appraisal district in Harris County is the largest in Texas, serving more than 500 taxing units, and one of the largest appraisal districts in the United States. For further information, visit www.hcad.org.

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