Agenda

Regular Meeting

BOARD OF DIRECTORS

HARRIS CENTRAL APPRAISAL DISTRICT

December 17, 2025

13013 Northwest Freeway
Seventh Floor
Houston, Texas

NOTICE OF REGULAR MEETING
BOARD OF DIRECTORS
HARRIS CENTRAL APPRAISAL DISTRICT

STATE OF TEXAS
COUNTY OF HARRIS

NOTICE is hereby given of a regular meeting of the Board of Directors of the Harris Central Appraisal District, Harris County, State of Texas, to be held Wednesday, December 17, 2025, at 9:30 a.m., at 13013 Northwest Freeway, 7th Floor, Houston, Texas.

For up to date information on livestreaming see: hcad.org/about/hcad-board-of-directors/

The subjects to be discussed or considered or upon which any formal action may be taken are listed below.

1. Call to Order.

2. Pledge of Allegiance and Salute to the Texas Flag.

3. Roll Call.

4. Recognition of Service Awards and Employees of the Month.

5. Comments from members of the public.
   Speakers will be limited to three (3) minutes.

6. Report by a committee chair or a designee of the committee chair summarizing the result of the committee's latest meetings.

CONSENT AGENDA

7. ***"All matters listed under consent agenda are considered to be routine and may be enacted by one motion, there will not be separate discussion of these items. If discussion of an item is desired, that item will be removed from the consent agenda and considered separately."***

   a. Discussion and possible action to approve minutes of the regular meeting of November 19, 2025.

   b. Discussion and possible action to review and approve a one-year renewal of support and subscription for UiPath's Robotic Process Automation (RPA) licenses from DIR vendor Sistema Technologies in the amount of $138,000.

   c. Discussion and possible action to review and approve a second-year renewal of a two-year agreement with Cyclomedia for Street Level Imagery and LiDAR (Light Detection and Ranging), in the amount not to exceed $250,000.

   d. Authorize the chief appraiser to review and authorize contract renewal with CoStar Realty Information, Inc. to provide software/database containing industrial, office market, tenant, and comparable sales data.

The annual cost of this contract for 2026 is $237,900, which represents an approximate 4.9% increase from 2025. This cost includes forty (40) user licenses.

e. Receive the district's monthly financial reports.

f. Receive report on payment of bills, payroll, and transfers of funds between line items. Discussion and possible action, if any, related thereto.

ACTION ITEMS

8. Discussion and possible action to approve the reappointment of two members to the Agricultural Appraisal Advisory Board of the Harris Central Appraisal District.

DISCUSSION ITEMS

9. Discussion on Board of Director Election.

10. Review and discussion of the security of HCAD bank deposits.

11. Report on homestead exemption confirmation cards.

12. Report from the Taxpayer Liaison Officer concerning the status of all comments, suggestions, and complaints in accordance with Sec. 6.052(c), Tax Code.

13. Report from the Appraisal Review Board.

14. Discussion between members of the Board of Directors and the Chief Appraiser regarding matters covered by Sec. 6.15, Tax Code.

15. Executive session for the purpose of: (a) considering the appointment of appraisal review board members; and (b) private consultation with the board's attorney regarding (i) pending and potential litigation, (ii) settlement of pending appeals to the State Office of Administrative Hearings, (iii) settlement of pending arbitrations under Texas Tax Code Chapter 41A, and (iv) settlement of pending litigation under Texas Tax Code Chapter 42; (c) considering the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer, or employee or complaint or charge against a public officer or employee, including the duties and appointment of the chief appraiser; (d) considering the deployment, or specific occasions for implementation of security personnel or devices or security devices or a security audit; (e) deliberating the purchase, exchange, lease or value of real property if deliberation in an open meeting would have a detrimental effect on the position of the governmental body in negotiations with a third person, as permitted by the Open Meetings Act, Chap. 551, Government Code (f) deliberating a cybersecurity measure, policy, or contract solely intended to protect a critical infrastructure facility located in the jurisdiction of the governmental body.

OTHER MATTERS AND ADDITIONAL ACTION ITEMS

16. Discussion and possible action to approve Resolution 2025-15, appointing individuals to serve as members of the Appraisal Review Board beginning January 1, 2026.

17. Review and approve Resolution 2025-16, appointing officers to the Appraisal Review Board.

18. Report from Chief Appraiser Designee on transition plan.

19. Discussion on search parameters for HCAD's website.

20. Consider and approve settlement of pending litigation, pending appeals to the State Office of Administrative Hearings, and pending arbitrations.

21. Consider authorization of appeals under Sec. 42.02, Tax Code.

22. Adjournment.

WITNESS MY HAND AND OFFICIAL SEAL of the District this 11th day of December 2025.

HARRIS CENTRAL APPRAISAL DISTRICT Texas

Martina Lemond Dixon
Secretary, Board of Directors

TABLE OF CONTENTS

AGENDA ITEMS

Item 4. Recognition of Service Awards and Employees of the Month 1
Item 6. Committee Update 6

CONSENT AGENDA

Item 7a. Minutes of November 19, 2025 Meeting 7
Item 7b. Sistema Technologies Renewal 12
Item 7c. Cyclomedia Renewal 13
Item 7d. CoStar Renewal 14
Item 7e. Financial Reports 15
Item 7f. Bills & Payroll 27

ACTION ITEMS

Item 8. AG Reappointments 35

DISCUSSION ITEMS

Item 9. Board of Director Election 36
Item 10. HCAD Bank Deposits 37
Item 11. Homestead Exemption Cards 38
Item 12. Taxpayer Liaison Officer Report 40
Item 13. Appraisal Review Board Report 45

OTHER MATTERS AND ADDITIONAL ACTION ITEMS

Item 16. ARB Appointments 48
Item 17. ARB Officers 51
Item 18. Chief Appraiser Transition Plan 54
Item 19. HCAD Website 55
Item 20. Approve Settlements
Item 21. Authorization of Appeals

Agenda Item 4. Recognition of Service Awards and Employees of the Month.

Discussion

HCAD selects an Employee of the Month (EOM) from HCAD's workforce to be recognized and rewarded for providing excellent service and support. This recognition program allows the district to reward several employees throughout the year for their exceptional performance and contributions in areas such as:

- Overall dependability
- Promoting a congenial work environment
- Special project participation
- Quality & Proficiency
- Leadership & Teamwork
- Exceptional efforts or contributions

Employees of the Month will be chosen monthly from the various departments of HCAD.

The individuals selected for recognition as Employee of the Month are:

Adrian Perez – Business & Industrial Property Division

Melissa Salas – Legal Services Division

Amy Williams – Human Resources Division

Billy Young – Residential Property Division

Nomination forms detailing their exceptional performance are on the following pages.

Resource Staff: Roland Altinger
Cynthia Guerra

Harris Central Appraisal District

Employee of the Month Nomination

Nominee/Employee: Adrian Perez

Dept/Division: BIPD **Nominator:** Kierra David

Employees of the Month are selected from HCAD's workforce to be recognized and rewarded for providing excellent service and support. Please indicate which performance standards your nominee has excelled in and then briefly explain why they should be the next Employee of the Month. Submit this form to your designated member of management to be approved and considered for selection. Final selection forms must be forwarded to Cynthia Guerra by the last week in each month to announce the EOM results the month following.

Performance Standards

- [x] Overall Dependability
- [ ] Promoting a congenial work environment
- [ ] Special Project Participation
- [ ] Quality & Proficiency
- [x] Leadership & Teamwork
- [ ] Exceptional efforts or contributions

Exceptional Performance

This nominee deserves to be Employee of the Month because

Adrian consistently exemplifies what it means to be a team player. He readily assists his colleagues whenever needed, offering support both in queues and during hearings without being prompted. Adrian also takes the initiative to train and guide others, sharing his knowledge generously. Additionally, he supports the residential team by providing translation assistance during hearings, further demonstrating his versatility and commitment to team success.

Additional approval comments

Digitally signed by Hal Long

Division Approval

OCA Approval

12/3/25

Date

Harris Central Appraisal District

Employee of the Month Nomination

Nominee/Employee: Melissa Salas

Dept/Division: Division of Legal Services **Nominator:** Kevin McCormack

Employees of the Month are selected from HCAD's workforce to be recognized and rewarded for providing excellent service and support. Please indicate which performance standards your nominee has excelled in and then briefly explain why they should be the next Employee of the Month. Submit this form to your designated member of management to be approved and considered for selection. Final selection forms must be forwarded to Cynthia Guerra by the last week in each month to announce the EOM results the month following.

Performance Standards

- [x] Overall Dependability
- [x] Promoting a congenial work environment
- [ ] Special Project Participation
- [x] Quality & Proficiency
- [x] Leadership & Teamwork
- [ ] Exceptional efforts or contributions

Exceptional Performance

This nominee deserves to be Employee of the Month because

Melissa is an extremely dedicated employee who has demonstrated an exceptional ability to handle many different tasks both efficiently and diligently. Her work product is excellent. In the past 12 months, the in-house legal team has finalized and filed over 6,100 Agreed Final Judgments. Melissa assisted in filing those Judgments in various Harris County District Courts. Additionally, Melissa calendars all trial dates, trial settings, discovery deadlines and expert deadlines for the thousands of lawsuits DLS handles on behalf of the district In addition to completing her other routine tasks, Melissa is team player and readily volunteers to contribute wherever there is a particular need within DLS. We are fortunate to have her at HCAD and as an integral part of the DLS team.

Additional approval comments

Kevin McCormack
Division Approval

OCA Approval

12/3/25
Date

Harris Central Appraisal District

Employee of the Month Nomination

Nominee/Employee: Amy Williams

Dept/Division: HR **Nominator:** Sandy Schubert

Employees of the Month are selected from HCAD's workforce to be recognized and rewarded for providing excellent service and support. Please indicate which performance standards your nominee has excelled in and then briefly explain why they should be the next Employee of the Month. Submit this form to your designated member of management to be approved and considered for selection. Final selection forms must be forwarded to Cynthia Guerra by the last week in each month to announce the EOM results the month following.

Performance Standards

- [x] Overall Dependability
- [x] Promoting a congenial work environment
- [x] Special Project Participation
- [x] Quality & Proficiency
- [x] Leadership & Teamwork
- [x] Exceptional efforts or contributions

Exceptional Performance

This nominee deserves to be Employee of the Month because

Amy should be recognized for her exceptional service, professionalism, and unwavering dependability. She plays a pivotal role in updating company policies and standard operating procedures. Her meticulous attention to detail and commitment to clarity have improved the accuracy of internal documentation, helpiing streamline operations and ensure compliance across departments. Amy helped employees that faced fraudulent TWC claims filed under their names and provided step by step procedures on what and how to handle the situation. Her professionalism and empathy turned a stressful situation into a manageable one, reinforcing trust and confidence. Amy is always a friendly face, she fosters an inclusive and transparent work environment. Her equitable approach and open communication style make her a trusted colleague and a model of integrity. Amy exemplifies the core values of our district through her service excellence and customer service. She is truly deserving of the Employee of the Month recognition.

Additional approval comments

Amy supports her colleagues and exemplifies teamwork. She jumped in to help our benefits administrator to take full responsibility for FMLA and workers comp cases and did an excellent job. Amy works with our temporary agencies, even afterhours and weekends, to source the best candidates in a timely manner. In addition, she was instrumental in working with our vendor for our lunchroom to make improvements for 2026.

Sally S. Vardy
Division Approval

OCA Approval

12/3/25
Date

Harris Central Appraisal District

Employee of the Month Nomination

Nominee/Employee: Billy Young

Dept/Division: RPD **Nominator:** Byron Stanley

Employees of the Month are selected from HCAD's workforce to be recognized and rewarded for providing excellent service and support. Please indicate which performance standards your nominee has excelled in and then briefly explain why they should be the next Employee of the Month. Submit this form to your designated member of management to be approved and considered for selection. Final selection forms must be forwarded to Cynthia Guerra by the last week in each month to announce the EOM results the month following.

Performance Standards

- ☐ Overall Dependability
- ☐ Promoting a congenial work environment
- ☐ Special Project Participation
- ☐ Quality & Proficiency
- ☐ Leadership & Teamwork
- ■ Exceptional efforts or contributions

Exceptional Performance

This nominee deserves to be Employee of the Month because

Billy Young should be recognized for Employee of the month for bringing innovative ideas to the district to help us be more transparent to property owners in the field. Following a meeting I had with my team, Billy suggested that to ease the minds of the residents in the neighborhoods we work, it would be helpful to have a QR code on the signs we place on our vehicles that would direct homeowners to a map showing where we are working throughout the county. This suggestion represented two of our core values, Innovation and 1st class customer service. Billy's idea will not only assist in informing the property owners of Harris County of our field activities, it also will reduce the influx of calls we receive from homeowners inquiring if we have appraisers in their neighborhood.

Additional approval comments

Byron Staney Digitally signed by Byron Stanev

Division Approval

OCA Approval 12/3/25

Date

Agenda Item 6. Report by a committee chair or a designee of the committee chair summarizing the result of the committee's latest meetings.

Discussion

Committees were formed to enhance efficiency of the board of directors, and to help structure and manage the board's work by developing a formalized set of policies and procedures to be utilized by the HCAD board of directors in accordance with the committee's stated purpose and goals while doing so in compliance with its specified Texas Property Tax Code duties and responsibilities and the Board of Directors' policies.

The Committee chair, or another member, will give an update on the committee's progress in implementing its policies and procedures in accordance with the committee's stated mission, the board's policies and its statutory duties and responsibilities.

HARRIS CENTRAL APPRAISAL DISTRICT
BOARD OF DIRECTORS
MINUTES OF REGULAR MEETING
Wednesday, November 19, 2025

A meeting of the Harris Central Board of Directors was held Wednesday, November 19, 2025, at 9:30 a.m. at the HCAD offices.

Chairman Jim Robinson called the meeting to order at 9:32 a.m.

Board member Martina Lemond Dixon led those in attendance in the Pledge of Allegiance and the Salute to the Texas Flag.

Roll Call. The presence of a quorum was established by roll call. Jim Robinson, Martina Lemond Dixon, Melissa Noriega, Annette Ramirez, Kyle Scott and Tracy Jones were present. Director Kathy Blueford-Daniels joined the meeting at 9:49 a.m. and Director Ericka McCrutcheon joined the meeting at 9:58 a.m. Director Mike Sullivan was absent.

Chief Appraiser Roland Altinger and Tammy White-Chaffer of Olson and Olson, legal counsel, were also in attendance.

Recognition of Service Awards and Employees of the Month. Chief Appraiser Altinger and Director Annette Ramirez presented the awards.

People Leader Foundation Graduates. Chief Appraiser Altinger recognized the following employees on completion of the district's 5th Supervisor Training.

Nancy Alvarez, Stephen Benavides, Herman Breaux, Mark Case, Esmeralda Caudle, Kierra David, Veronica Garcia, Michael Gipson, Lidia Hernandez, Tambra Lilly, Kelvin Lopez, Yesenia Lopez, Chauncey Majors, Diane McCarthy, Robbie Moore, Raven Portis, Barry Primes, Stacy Raines, Giulio Riccio, Tomas Sanchez, Karrie Sept, Ramon Smith, David Vatuna, Elisa Villagran, and Monique Watson.

A 15-year service award was presented to Andrew Obenhaus of the Information Technology Division.

20-year service awards were presented to Charlotte McReynolds of the Communications Division and Brenda Rodriguez of the Commercial Property Division.

Employees of the Month. Employee of the Month plaques were presented to Davin Brantley of the Review Appraisal Division, Julietta Martinez of the Information & Assistance Division, Joshua Smith of the Information Technology Division, and Peter Vu of the Commercial Property Division.

Comments from Members of the Public. Property owner Alexie Swirsky addressed the board.

Committee Meetings. Director Scott summarized the results of the Budget & Finance committee's last meeting to the board. He stated that a last-minute item which was essential to the operation of IT equipment was placed on the agenda after the committee met. Also mentioned was that the committee would like a presentation to the full board by the IT division regarding a general overview of the operations and the importance of all the requested

expenditures. Also discussed by the committee was the need of an operational performance audit which Director Scott stated could be discussed at a future board meeting.

Consent Agenda

> *"All matters listed under consent agenda are considered to be routine and will be enacted by one motion, there will not be separate discussion of these items. If discussion is desired, that item will be removed from the consent agenda and considered separately."*

Director Noriega, seconded by Director Lemond Dixon, made a motion for discussion and possible action to approve the consent agenda. Director Lemond Dixon seconded by Director Blueford-Daniels amended the motion to remove "item g." from the consent agenda to consider it separately. After a roll call vote, the motion carried.

a. Approval of Minutes. Reviewing and approving the minutes of the regular meeting of October 15, 2025.

b. Property Management Services Renewal. Authorizing the chief appraiser to exercise the fourth year of a six-year contract with Colliers Property Management Houston, LLC. The cost of the services will be approximately $290,849.

c. Janitorial Services Renewal. Authorizing the chief appraiser to exercise the third year of a six-year contract with Alanton Group, Inc. for $241,320.

d. Cybersecurity MDR Services Renewal. Approving a second-year renewal of a three-year agreement for the Cybersecurity Managed Detection and Response (MDR) services through a Choice Partners vendor Converge Technology Solutions. The cost of the renewal is $132,225.

e. Custom CAMA Renewal. Approving the renewal of the additional one-year maintenance and support contract with Manatron, Inc. under Harris Computer Systems (Harris) ownership, for Custom CAMA in the amount of $527,644.

f. TrueRoll Software Renewal. Approving a one-year renewal of a subscription to TrueRoll software for automating the processing of exemption applications received on paper through Omnia Partners vendor, SHI in the amount of $125,000.

g. Firewall Support Renewal. *Chairman Lemond Dixon pulled this item from the consent agenda to be considered separately.*

h. TREPP Contract Renewal. Approving the renewal of our current contract with TREPP for an additional 3-year term at a total cost of $236,437.

i. Temporary Staffing Contract Renewal. Authorizing the chief appraiser to exercise the third renewal option on the 2026 contracts with Corestaff Services and A-1 Personnel for temporary staffing services with an estimated cost of $400,000.

j. Financial Reports. Receiving the district's monthly financial reports.

k. Bills and Payroll. Authorizing payment of bills and payroll in the amount of $8,122,355.42 and a transfer of funds for $935,000 as submitted.

Item g. Firewall Support Renewal. Director Lemond Dixon, seconded by Director Scott, made a motion for discussion and possible action to approve a three-year renewal in the total amount of $385,000 for the district's firewall support, including the subscription for all related devices and endpoint protection clients, from a DIR vendor Converge Technology Solutions. After a voice vote, the motion carried unanimously.

457 Plan Providers. Director Lemond Dixon, seconded by Director Blueford-Daniels, made a motion for discussion and possible action to approve amendments to the Deferred Compensation 457(b) Plan document to reflect changes made by the SECURE 2.0 Act. After a voice vote, the motion carried unanimously.

TCDRS 2026 Plan. Director Ramirez, seconded by Director Scott, made a motion for discussion and possible action to approve the TCDRS rate and maintain other TCDRS plan provisions for Plan Year 2026. After a voice vote, the motion carried unanimously.

Security Services RFP. Director Lemond Dixon, seconded by Director McCrutcheon, made a motion for discussion and possible action to approve specifications for the purchase of security services and authorize publishing of request for proposals. After a voice vote, the motion carried unanimously.

PDU Replacement. Director Scott, seconded by Director Noriega, made a motion for discussion and possible action to approve an emergency replacement of a Power Distribution Unit (PDU) in the main data center from Correct Electric in the amount of $125,000. After a voice vote, the motion carried unanimously.

Value Considerations. Deputy Chief Appraiser presented a discussion on valuation considerations the year after a successful protest and the effect of characteristic changes such as cracked slabs, condition issues, and location issues… changes in the subsequent year. All board members were given an opportunity to voice concerns and questions. A slide presentation was provided to the board.

Taxpayer Liaison Officer Report. Teresa Terry, Taxpayer Liaison Officer, provided a verbal report to the board. A written report was also provided in the board packet.

Appraisal Review Board Report. ARB secretary Kevin Stone, reported on the progress of hearings, attendance by members of the appraisal review board at hearings, and activities of the executive staff and the board's attorney. A written report was provided in the board packet.

Executive Session. Chairman Robinson called the board into executive session at 11:32 a.m. for the purpose of: (a) considering the appointment of appraisal review board members; and (b) private consultation with the board's attorney regarding (i) pending and potential litigation, (ii) settlement of pending appeals to the State Office of Administrative Hearings, (iii) settlement of pending arbitrations under Texas Tax Code Chapter 41A, and (iv) settlement of pending litigation under Texas Tax Code Chapter 42; (c) considering the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer, or employee, including the duties and appointment of the chief appraiser; (d) considering the deployment, or specific occasions for implementation of security personnel or devices; (e) deliberating the purchase, exchange, lease or value of real property if deliberation in an open meeting would have a detrimental effect on the position of the governmental body in negotiations with a third person, as permitted by the Open Meetings Act, Chap. 551, Government Code.

Chairman Robinson opened the meeting at 11:47 a.m.

Appraisal Matters. Director Lemond Dixon stated that with the change in leadership, the board might want to potentially consider an external audit of the organization. Chairman Robinson stated that if that was to be considered that it would be most appropriate to use somebody who understands the profession like IAAO. Director Noriega expressed concerns regarding the cost and what goals this request is trying to accomplish, stating that something like this can be disruptive. She also suggested that this could be postponed for a few months to allow for the new leadership transition. Director Scott endorsed Director Noriega's position on bringing in an outside firm to evaluate the organization. Chief Appraiser Designee Bogard mentioned to the board that the district currently has several auditing processes in place with final reports that are available. Director Blueford-Daniels inquired about the district's succession plan to provide for a smooth transition.

Roll Call. Board members Martina Lemond Dixon, Kyle Scott, Melissa Noriega, Ericka McCrutcheon, Tracy Jones and Kathy Blueford-Daniels were present. Mike Sullivan and Annette Ramirez were absent.

ARB Appointments. Director Blueford-Daniels, seconded by Director McCrutcheon, made a motion for discussion and possible action to approve Resolution 2025-14, appointing individuals to serve as members of the Appraisal Review Board beginning January 1, 2026. After a voice vote, the motion carried unanimously.

HCAD Website. No discussion was held on this matter.

Pending Litigation. Director McCrutcheon, seconded by Director Lemond Dixon, made a motion for discussion and possible action to approve settlement of pending litigation, arbitrations, and

SOAH appeals as submitted by staff. After a roll-call vote, the motion carried with Director Jones abstaining. A list is attached.

Appeals Under Sec. 42.02 Tax Code. There were none.

Adjournment. Upon motion duly made and seconded, the meeting adjourned at 12:10 p.m.

Respectfully submitted,

_____

Martina Lemond Dixon
Secretary, Board of Directors

Action Item 7b. Discussion and possible action to review and approve a one-year renewal of support and subscription for UiPath's Robotic Process Automation (RPA) licenses from DIR vendor Sistema Technologies in the amount of $138,000.

Recommendation

That the board review and approve a one-year renewal of support and subscription for UiPath's RPA licenses from DIR vendor Sistema Technologies in the amount of $138,000.

Discussion

Robotic Process Automation (RPA) is software that uses "bots" to mimic how a human would use a computer to perform high-volume, repetitive, rule-based tasks, like data entry. These bots can work 24/7 to free up employees from tedious, time-consuming work, allowing them to focus on more complex and creative tasks.

In 2024, the district partnered with UiPath and their trusted developer partners to start the automation journey. Currently, bots in production include processing forms in both digital and handwritten form for:

- Appointment of Agent
- Protest
- Renditions
- Arbitrations

The bot success rate is about 90%, and as we continue to improve automation logic, the number of forms the bots process increases. For example, Appointment of Agent forms processed by the bots is 25% of all forms received, saving approximately 8,300 hours in 2025, or approximately 4 hours per person per day.

Comments on the proposal

This renewal includes:

- automation schemas
- multiple licenses for the bots which are adjusted and re-distributed based on the appraisal calendar
- action center which is a central portal for managing tasks that require human intervention

Funds have been budgeted and are available in the Information Technology Division's Software Subscriptions account for budget year 2026.

Motion

A board member would move to approve a one-year renewal of support and subscription for UiPath's RPA licenses from DIR vendor Sistema Technologies in the amount of $138,000 (DIR-CPO-4937).

Resource Staff: Beata Kasper

Action Item 7c. Discussion and possible action to review and approve a second-year renewal of a two-year agreement with Cyclomedia for Street Level Imagery and LiDAR (Light Detection and Ranging), in the amount not to exceed $250,000.

Recommendation

That the board review and approve a second-year renewal of a two-year agreement with Cyclomedia for Street Level Imagery and LiDAR.

Discussion

In 2019, Harris County Budget Management Department executed a contract with Cyclomedia for Street Level Imagery and LiDAR acquisition. Beginning in February of 2020, the District's board approved annual Interlocal Government Agreements between HCAD and Harris County for cost share purchase of the imagery.

This imagery enables HCAD to upload updated front view images of structures into our CAMA system, and to measure building dimensions that are visible from the street.

Harris County Budget Management Department's contract expired at the end of 2024, and in December 2024 the board approved the district to enter into a new two-year agreement with Cyclomedia for the same services.

This agreement gave HCAD and jurisdiction partners a continued ability to acquire updated imagery, use applications and Application Programming Interfaces (APIs) already developed by HCAD staff and integrated with HCAD's systems. This agreement's focus is on the acquisition of Street Level Imagery and LiDAR for subdivisions of significant size with newly constructed buildings in Harris County.

Comments on the Proposal

Funds are available in the Information Technology 2026 budget, under account 5550, Professional Services.

Motion

A board member would move to approve a second-year renewal of a two-year agreement with Cyclomedia for Street Level Imagery and LiDAR in the amount not to exceed $250,000.

Resource Staff: David Dignum
Beata Kasper

Action Item 7d. Authorize the chief appraiser to review and authorize contract renewal with CoStar Realty Information, Inc. to provide software/database containing industrial, office market, tenant, and comparable sales data. The annual cost of this contract for 2026 is $237,900, which represents an approximate 4.9% increase from 2025. This cost includes forty (40) user licenses.

Recommendation

That the board authorize the chief appraiser to exercise and approve a one-year contract with CoStar Realty Information, Inc. to provide software/database containing industrial, office, market, tenant, and comparable sales data. The services contain CoStar Market Analytics Suite Add-on, CoStar Suite and CoStar Suite with Connect.

Discussion

This contract will allow the district to accurately estimate economic rent and market expenses, as well as provide occupancy information for office and warehouse properties. Commercial real estate professionals have relied upon CoStar Realty Information, Inc. for over 20 years. Over the years, they have earned a solid reputation for offering the most accurate data available. Their research is drawn from brokers, owners, property managers, asset managers, industry news analysts, state and local registers, landlords, tenants, and urban planning professionals.

Comments on the Proposal

The services may be provided under a negotiated contract. The cost for this contract is approximately $19,825 per month, for a total annual cost of $237,900. This contract will include forty (40) user licenses. Funds are available in the 2026 budget for this purpose.

Motion

A board member would move to review and authorize contract renewal with CoStar Realty Information, Inc. to provide software/database containing industrial, office, market, tenant, and comparable sales data. The annual cost of this contract for 2026 is $237,900.

Resource: Jason Cunningham
Erika Nettles
Tammy Argento

Financial Statements
for period ended
November 30, 2025

Harris Central Appraisal District
Consolidated Balance Sheet
November 30, 2025

Assets:		
Texpool Investment		27,834,108
Petty Cash		1,600
Texpool-Restricted Operating Reserve		17,761,129
Texpool-Blue Cross		4,578,328
Cash-INSURANCE-Frost Bank		1,312,724
Cash-EFTPS-Frost Bank		11,639
Cash in Bank- Frost Bank		10,505,749
Assessments Receivable		25,268,450
Treasury Bill 912797PD3		963,056
Other Accounts Receivable		19,305
Employees Receivable		17,058
Accounts Receivable-Rendition Penalties		3,331,378
Allowance-Rendition Penalties		(2,301,649)
Prepaid Expenses		754,554
Fixed Assets:		
Building	21,373,955	
Less: Accumulated Depreciation	(7,741,417)	
Furniture, Fixtures & Equipment	441,289	
Less: Accumulated Depreciation	(391,819)	
Computer & Peripherals	6,503,581	
Less: Accumulated Depreciation	(6,131,023)	
Vehicles	193,179	
Less: Accumulated Depreciation	(170,639)	
Right-To-Use Record Center Lease Asset	508,266	
Less: Accumulated Depreciation	(90,005)	
Right-To-Use Software Subscription Assets	5,758,471	
Less: Accumulated Depreciation	(2,554,082)	
Land	2,335,000	
Intangibles	7,770,075	
Total Fixed Assets		27,804,831
Amount Provided for Accrued Vacation		5,349,701
Total Assets		123,211,961
Liabilities & Fund Balance:		
Accounts Payable		1,597,615
Accrued Vacation Payable		5,349,701
Accrued Comp. Payable		197,063
Revenues Collected in Advance		38,129,485
Investments in General Fixed Assets		27,804,831
Deferred Revenue-Rendition Penalties		1,029,729
Fund Balance:		
Nonspendable:		
Prepaid items	754,554	
Assigned for:		
Prior Years Encumbrances	767,116	
Election Services	1,000,000	
Insurance	5,913,884	
Major Repairs and Rehabilitation Projects	6,624,152	
Operating Reserve	17,761,129	
2025 Budget Reserve	1,000,000	
Unrestricted Fund Balance	7,282,439	
2025 Transactions to Date	8,000,263	
Total Fund Balance		49,103,536.47
Total Liabilities & Fund Balance		123,211,961

Harris Central Appraisal District
Report of 2025 Line Item Expenditures - General Fund
Adjusted Budget and Year to Date Combined Expenditures and Encumbrances
November 30, 2025

Account Name	Budget Adjusted	Year to Date Encumbrances	Year to Date Expenditures	Budget Variance
Salaries & Wages Related				
5000: ARB Board Members	2,586,000	0	2,345,041	240,959
5000: Overtime	433,001	0	402,907	30,094
5000: Part-Time Seasonal Wages	631,880	45,746	504,794	81,340
5000: Salaries & Wages Net	53,205,049	5,645,316	47,108,705	451,028
Total Salaries & Wages Related	**56,855,930**	**5,691,062**	**50,361,447**	**803,420**
Employee Benefits Related				
5100: FICA Medicare	848,176	83,490	704,627	60,059
5100: Group Dental Insurance	282,678	0	(172,803)	455,481
5100: Group Health Insurance	10,336,484	30,000	7,505,470	2,801,014
5100: Group Life & LTD Insurance	188,026	0	157,619	30,407
5100: Group Vision Insurance	77,328	0	38,820	38,509
5100: Retirement	9,341,836	701,940	8,342,078	297,819
5100: Social Security	251,147	10,578	163,270	77,299
5100: Unemployment Insurance	196,618	0	71,021	125,597
5100: Workers Compensation Ins	112,925	0	111,473	1,452
Total Employee Benefits Related	**21,635,218**	**826,008**	**16,921,573**	**3,887,637**
Office and Field Operations				
5200: Appraisal Supplies	15,880	0	572	15,308
5200: Security Services	285,000	23,654	249,139	12,208
5200: Online Subscription	539,029	57,645	457,268	24,117
5200: Communications Services	434,585	47,904	396,941	(10,260)
5200: Copier, Supplies & Maint	105,000	10,626	77,752	16,623
5200: Education Travel & Expenses	348,022	0	269,433	78,589
5200: Employee Recognition Activities	66,500	4,131	62,157	212
5200: Field Travel, Vanpool & Other	417,620	0	277,655	139,965
5200: Mapping Reproduction & Supplies	3,250	0	0	3,250
5200: Office Equipment Maint	20,200	272	5,933	13,995
5200: Office Supplies	142,874	7,137	89,321	46,416
5200: Paper, Computer Stock	60,000	3,389	40,108	16,502
5200: Photocopier Leases	54,200	4,543	45,146	4,511
5200: Postage, Mailing & Handling	3,065,392	209,615	2,349,700	506,077
5200: Printing, Forms & Stationery	32,400	20,535	10,000	1,865
5200: Prof Registration Dues	155,000	0	124,188	30,812
5200: Public Notice Advertising	8,000	327	4,976	2,697
5200: Records Storage & Supplies	17,000	2,437	10,935	3,628
5200: Seminars & Other Tuition	385,831	10,201	302,039	73,591
5200: Vehicle Gasoline & Maint	31,000	880	15,136	14,984
Total Office and Field Operations	**6,186,783**	**403,296**	**4,788,398**	**995,090**

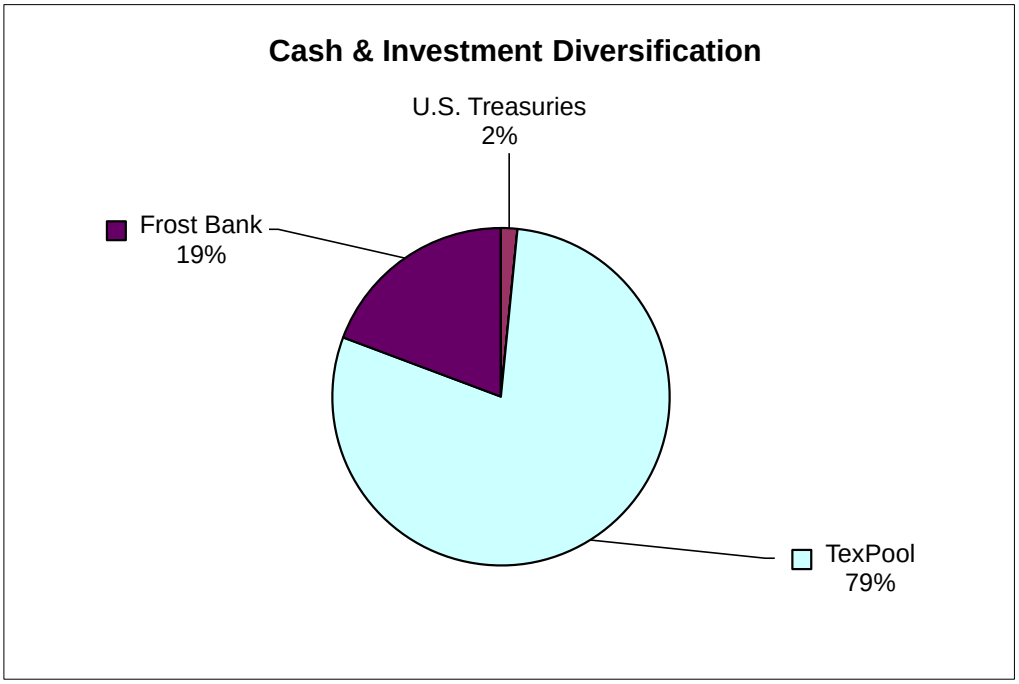
Harris Central Appraisal District
Report of 2025 Line Item Expenditures - General Fund
Adjusted Budget and Year to Date Combined Expenditures and Encumbrances
November 30, 2025

Account Name	Budget Adjusted	Year to Date Encumbrances	Year to Date Expenditures	Budget Variance
Computer Operations				
5300: Computer Supplies	0	0	0	0
5300: Hardware Maintenance & Support	635,500	0	514,043	121,457
5300: Minor Equipment - Infrastructure	234,000	3,982	220,238	9,780
5300: Minor Equipment - Office & Field Operations	297,000	0	287,109	9,891
5300: Software Maintenance & Support	1,590,200	0	1,567,219	22,981
5300: Software Purchases	26,250	0	4,995	21,255
5300: Software Subscription	3,779,535	185,521	3,690,715	(96,701)
Total Computer Operations	**6,562,485**	**189,502**	**6,284,320**	**88,663**
Professional Services				
5400: Appraisal Services	1,678,320	122,603	1,532,092	23,625
5400: Arbitrator Fees & Services	395,000	400	263,425	131,175
5400: Election Services	1,000,000	0	1,000,000	0
5400: Financial Auditing	74,080	0	73,192	888
5400: Other Professional Services	3,004,725	1,466,245	1,508,457	30,023
5410: State Office Of Admin Hearings	0	0	0	0
5410: Legal Services	11,008,967	134,142	10,196,138	678,687
Total Professional Services	**17,161,092**	**1,723,390**	**14,573,304**	**864,398**
Office Space, Utilities & Related				
5500: Casualty & Liability Insurance	301,000	0	302,679	(1,679)
5510: Building & Fixture Maintenance	1,570,043	289,258	1,437,484	(156,699)
5520: Office Space	127,000	0	125,061	1,939
5530: Utilities	450,000	52,022	397,978	0
Total Office Space, Utilities & Related	**2,448,043**	**341,280**	**2,263,202**	**(156,439)**
Capital Purchases				
5700: Capital Purchases	521,000	96,679	423,014	1,307
Total Capital Purchases	**521,000**	**96,679**	**423,014**	**1,307**
Total Expenditures	**111,370,551**	**9,271,218**	**95,615,257**	**6,484,076**

Harris Central Appraisal District
Combined Revenues and Expenditures - General Fund
November 30, 2025

Account Name	Budget	Year to Date Encumbrances	Year to Date Revenue & Expenditures	Budget Variance
ALLOCATION & REVENUES:				
Jurisdiction Allocations	110,370,551	0	101,173,527	9,197,025
Investment Interest	0	0	1,224,189	(1,224,189)
Other Income	0	0	1,327,199	(1,327,199)
Unreserved Funds - General Fund	1,000,000	0	0	1,000,000
Total Revenue	**111,370,551**	**0**	**103,724,914**	**7,645,637**
EXPENDITURES:				
Salaries, Wages & Related	56,855,930	5,691,062	50,361,447	803,420
Employee Benefits & Related	21,635,218	826,008	16,921,573	3,887,637
Office & Field Operations	6,186,783	403,296	4,788,398	995,090
Computer Operations	6,562,485	189,502	6,284,320	88,663
Professional Services	17,161,092	1,723,390	14,573,304	864,398
Office Space, Utilities, & Maintenance	2,448,043	341,280	2,263,202	(156,439)
Capital Purchases	521,000	96,679	423,014	1,307
Total Expenditures	**111,370,551**	**9,271,217.63**	**95,615,257.23**	**6,484,076**

INVESTMENT REPORT
HARRIS CENTRAL APPRAISAL DISTRICT
November 30, 2025



The Harris Central Appraisal District's investment portfolio is in compliance with the HCAD Investment Policy's investment strategies and Chapter 2256 of the Texas Local Government Code.

Report approved by:

Theresa Paul
Chief Financial Officer

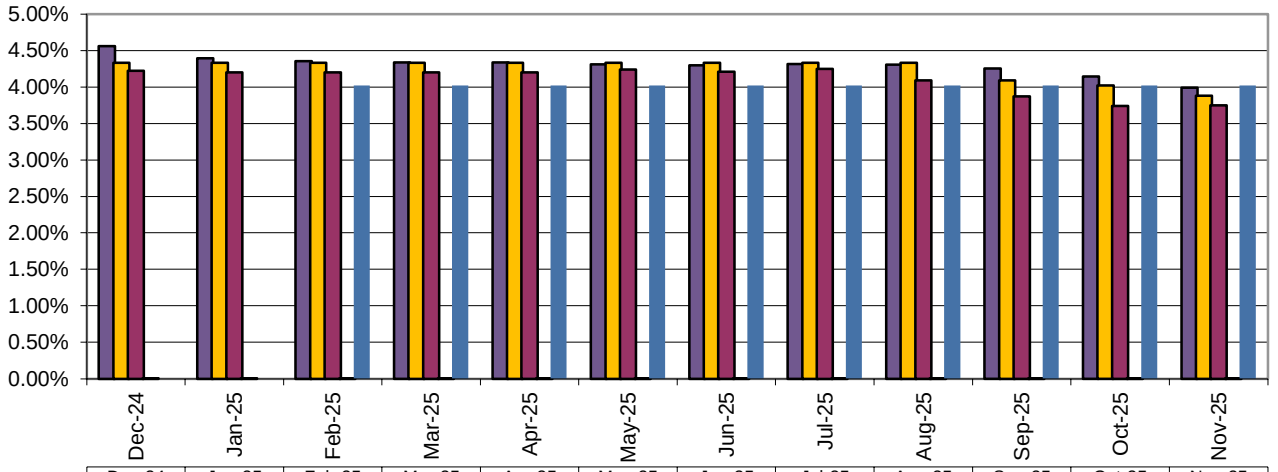
Report approved by:

Tracey Dang
Controller

Tomas Sanchez
Assistant Controller

Kim McKellip
Budget and Finance Manager

YIELD ON INVESTMENTS
AND BENCHMARKS AT MONTH-END



	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25
TexPool	4.56%	4.39%	4.36%	4.33%	4.34%	4.31%	4.30%	4.31%	4.31%	4.25%	4.14%	3.99%
Fed Funds	4.33%	4.33%	4.33%	4.33%	4.33%	4.33%	4.33%	4.33%	4.33%	4.09%	4.02%	3.88%
90 Day TBill	4.22%	4.20%	4.20%	4.20%	4.20%	4.24%	4.21%	4.25%	4.09%	3.87%	3.74%	3.75%
Frost Bank	0.01%	0.01%	0.01%	0.01%	0.01%	0.01%	0.01%	0.01%	0.01%	0.01%	0.01%	0.01%
U.S. T Bills 912797PD3	0.00%	0.00%	4.02%	4.02%	4.02%	4.02%	4.02%	4.02%	4.02%	4.02%	4.02%	4.02%

SECURITIES INVENTORY
as of November 30, 2025

Fund	Purchase Date	Security	Coupon	Rating	Maturity	Yield	Beginning Book/Market	Purchases Deposits	Withdrawals Redemptions	Interest Earnings	Ending Book/Market
General Fund											
	US Treasury Bill										
	11-Feb-25	U.S. T Bills 912797PD3	n/a	AAA	22-Jan-26	4.02%	991,646	0	0	0	994,543
		Total Securities					991,646	0	0	0	994,543
	Pools										
General Fund	n/a	TexPool	0.00%	AAAm	n/a	3.99%	29,739,453	0	2,000,000	94,655	27,834,108
Int. Srv. Fund	n/a	TexPool	0.00%	AAAm	n/a	3.99%	5,660,996	0	1,100,000	17,332	4,578,328
Op Reserve Fund	n/a	TexPool	0.00%	AAAm	n/a	3.99%	17,703,094	0	0	58,035	17,761,129
		Total Pools					53,103,542	0	3,100,000	170,022	50,173,565

FUNDS ON DEPOSIT & PLEDGED SECURITIES
Harris Central Appraisal District
November 30, 2025

Funds on Deposit	Amount
Interest bearing bank balance, Concentration Account, Frost Bank	10,904,994
Interest bearing bank balance, Payroll Tax Account, Frost Bank	11,639
Interest bearing bank balance, Insurance Account, Frost Bank	1,312,724
Total Deposits at Frost Bank	12,229,356

Pledged Securities at BNY Mellon as Tri-Party Collateral Custodian at Frost Bank

Total Securities Value	12,258,237
Total Collateral Value	12,229,356
Excess Pledge Value	28,881

Tri-Party Collateral Agreement
BNY as Tri-Party Custodian
Price Report for 01 Dec 2025

FTHA21 - HARRIS CENTRAL APPRAISAL DISTRICT/FRS

Par Amount / Cpn Rate	Description / Currency	Source Account / Exchange Rate	Mdy	S&P	Fitch	Security Code	Price / Maturity	Market Value (USD) / Type	Mkt Value + Intr (USD) / Issuer	Collateral Value (USD) / Depository	Accrued Interest	Accr Int Factor / Margin	Price Factor / Margin %
4,115,000.00	WOODVILLE TEX INDPT SCH DIST						101.045000	4,158,001.75		4,212,525.50	3,829,568.64	0.013250	1.000000
4.50000	USD	1.0000000000	8II		AAA	980660EZ3	15-Aug-2047	MUBD	01CPCQ	DTC	54,523.75	382,956.86	110.00 %
360,000.00	SEALY TEX INDPT SCH DIST ULTD						101.782000	366,415.20		371,715.20	337,922.91	0.014722	1.000000
5.00000	USD	1.0000000000	8II	Aaa	AAA	812149QW5	15-Feb-2041	MUBD	01COET	DTC	5,300.00	33,792.29	110.00 %
185,000.00	PRINCETON TEX INDPT SCH DIST ULTD						101.280000	187,368.00		190,227.79	172,934.36	0.015458	1.000000
5.25000	USD	1.0000000000	8II	Aaa	AA-	742395UJ3	15-Feb-2047	MUBD	01CO0H	DTC	2,859.79	17,293.44	110.00 %
145,000.00	LAMAR TEX CONS INDPT SCH DIST						94.318000	136,761.10		138,468.88	125,880.80	0.011778	1.000000
4.00000	USD	1.0000000000	8II	Aaa	AAA	513174E73	15-Feb-2047	MUBD	01CMTN	DTC	1,707.78	12,588.08	110.00 %
30,000.00	KATY TEX INDPT SCH DIST REF BDS						102.857000	30,857.10		31,298.77	28,453.42	0.014722	1.000000
5.00000	USD	1.0000000000	8II	Aaa	AAA	486063VM9	15-Feb-2030	MUBD	01CMM2	DTC	441.67	2,845.34	110.00 %
130,000.00	DEL VALLE TEX INDPT SCH DIST						94.674000	123,076.20		125,473.98	114,067.25	0.018444	1.000000
4.00000	USD	1.0000000000	8II		AAA	245505XT4	15-Jun-2047	MUBD	01CKTU	DTC	2,397.78	11,406.73	110.00 %
9,240,000.00	DALLAS TEX WTRWKS & SWR SYS RE						85.804000	7,928,289.60		7,974,489.60	7,249,536.00	0.005000	1.000000
3.00000	USD	1.0000000000	8II		AAA	AA 23542JVJ1	01-Oct-2041	MUBD	02OB80	DTC	46,200.00	724,953.60	110.00 %
440,000.00	COMMUNITY INDPT SCH DIST TEX						98.717000	434,354.80		439,860.91	399,873.56	0.012514	1.000000
4.25000	USD	1.0000000000	8II		AAA	203714RZ5	15-Feb-2047	MUBD	01CKLW	DTC	5,506.11	39,987.36	110.00 %

Tri-Party Collateral Agreement
BNY as Tri-Party Custodian
Price Report for 01 Dec 2025

FTHA21 - HARRIS CENTRAL APPRAISAL DISTRICT/FRS

Par Amount / Cpn Rate	Description / Currency	Source Account / Exchange Rate	Mdy	S&P	Fitch	Security Code / Maturity	Price / Type	Market Value (USD) / Issuer	Mkt Value + Intr (USD) / Depository	Collateral Value (USD) / Accrued Interest	Accr Int Factor / Margin	Price Factor / Margin %
Total												
14,645,000.00								13,365,123.75	13,484,060.62	12,258,236.93		
										118,936.87	1,225,823.69	

Account:	FTHA21	Account Name:	HARRIS CENTRAL APPRAISAL DISTRICT/FRS
Start Date:	04-Dec-2017	End Date:	01-Dec-2027
Repo Repricing Rate:	0.0000%	Deal Currency:	USD
Deal Amount:	12,254,658.95	Unwind Amount:	12,254,658.95
Deal Value -> Today:	12,254,658.95	-> Next Business Day:	12,254,658.95
Listed Positions:	8	Listed Securities Par	14,645,000.00

1)	Listed Securities Market Value	:	13,365,123.75
2)	+ Listed Securities Accrued Interest	:	118,936.87
3)	= Listed Securities Total Value	:	13,484,060.62
4)	+ Cash Total Pledged	:	0.00
5)	+ Unlisted, Margined Securities Value	:	0.00
6)	- Listed Securities Margin Amount	:	1,225,823.69
7)	- Cash Collateral Margin Amount	:	0.00
8)	= Total Securities + Cash Coll Value	:	12,258,236.93
9)	= Total Required Collateral Value	:	12,254,658.95

Tri-Party Collateral Agreement
BNY as Tri-Party Custodian
Price Report for 01 Dec 2025

Grand Totals : Number of Accounts:	1		
Deal Amount:	12,254,658.95	Unwind Amount:	12,254,658.95
Deal Value -> Today:	12,254,658.95	-> Next Business Day:	12,254,658.95
Listed Positions:	8	Listed Securities Par Value:	14,645,000.00

1)		**Listed Securities Market Value**	:	13,365,123.75
2)	**+**	**Listed Securities Accrued Interest**	:	118,936.87
3)	**=**	**Listed Securities Total Value**	:	13,484,060.62
4)	**+**	**Cash Total Pledged**	:	0.00
5)	**+**	**Unlisted, Margined Securities Value**	:	0.00
6)	**-**	**Listed Securities Margin Amount**	:	1,225,823.69
7)	**-**	**Cash Collateral Margin Amount**	:	0.00
8)	**=**	**Total Securities + Cash Coll Value**	:	12,258,236.93
9)	**=**	**Total Required Collateral Value**	:	12,254,658.95

BROKER DEALER SERVICES DIVISION
PRICING, INDICATIVE DATA AND OTHER DISCLOSURES

The prices of financial assets and indicative data reported or reflected in reports furnished by the Broker Dealer Services Division (BDS) of The Bank of New York Mellon (BNY) generally are provided by data providers and ratings agencies ("vendors") used by BDS in the ordinary course of business. Trust receipts will be valued based on the face amount of the underlying financial assets, as set forth therein. Prices and indicative data are not independently verified, and may contain errors or omissions.

With respect to certain newly issued financial assets, if vendors do not provide prices, such financial assets will be valued at par or the new issue price for up to three business days. Thereafter, such financial assets will be valued at zero.

With respect to certain financial assets other than new issues, vendors may not provide prices and may not update prices previously provided on a regular basis. If vendors do not provide prices or update previously reported prices within three business days, such financial assets will be valued at zero, unless other arrangements are agreed in writing.

Notwithstanding the foregoing, certain hard-to-price, thinly traded or illiquid financial assets are valued monthly with no adjustment during the interim period (details are available upon request by contacting BDS).

Although BNY will not utilize prices obtained from brokers or dealers in providing services, BNY may obtain from any broker or dealer prices and other information and data such as offering memoranda, observable and non-observable information and assumptions in order to assist BNY's vendors in determining prices of particular financial assets.

With respect to certain financial assets that are not widely held or regularly traded, vendors may report prices based on valuation models which reflect underlying non-observable assumptions that may not be accurate or complete and such models and/or prices may not be regularly adjusted.

The prices reported by BDS may differ from the prices reported or used by other divisions of BNY or its subsidiaries or affiliates, and such differences may or may not be material. Margin values reported in connection with triparty transactions may differ from margin values used by BNY for its own account or for the account of its subsidiaries, affiliates or other clients.

Unless otherwise agreed in writing, financial assets held as collateral may include financial assets in default, provided that the prices of such financial assets are made available to BNY by a vendor which BNY uses generally for valuing such financial assets.

Unless otherwise agreed in writing, financial assets held as collateral may include financial assets issued by your transaction counterparty or its subsidiaries or affiliates.

Average Traded Volume data is obtained from primary or secondary securities exchanges.

Market data, which is subject to availability, may or may not be current.

The information reported or reflected herein is proprietary to its suppliers and is for your internal use only. It may not be copied, reproduced, published, posted, transmitted, displayed, stored, modified, sublicensed, transferred, disclosed or distributed or used for any purpose without BNY's express written permission or that of its vendors or other third parties, as applicable.

REPORTED PRICES, WHETHER PROVIDED BY VENDORS OR OTHERWISE OBTAINED AS DESCRIBED HEREIN, MAY NOT REFLECT THE ACTUAL AMOUNT THAT CAN BE REALIZED UPON THE SALE OF PARTICULAR FINANCIAL ASSETS.

©2015 The Bank of New York Mellon Corporation. Services provided by The Bank of New York Mellon (member FDIC) and its various subsidiaries and affiliates. All rights reserved.

Ver 3.5

Action Item 7f. Discussion and possible action regarding authorization for payment of bills and payroll and transfer of funds between line items.

Recommendation

That the board review and approve payment of the attached schedule of bills and payroll and authorize transfer of funds.

Discussion

The attached list of actual monthly expenditures is for the period of November 1, 2025, through November 30, 2025. The amount of bills and payroll covered by this item is $7,227,849.98.

Section 4, of the 2025 Budget Resolution 2024-07 states: That the chief appraiser of the Harris Central Appraisal District be, and he is hereby, authorized to transfer unencumbered balances from one budget account to another budget account during the 2023 fiscal year in amounts of $25,000 or less. Amounts exceeding $25,000 may be transferred under the following circumstances and conditions: A written request to effect such transfers exceeding $25,000 shall be submitted by the chief appraiser to the Board of Directors. Such request shall identify the budget account from which it is proposed the transfer will be made, the budget account to which it is proposed the transfer will be made, and the need or justification for such transfer. Approval of such request by formal action of the Board of Directors must be obtained before the chief appraiser shall be authorized to make such transfer.

Motion

A board member would move to authorize payment of bills and payroll in the amount of $7,227,849.98 and a transfer of funds for $1,708,069 as submitted.

Resource staff: Theresa Paul
Tracey Dang
Tomas Sanchez

Harris Central Appraisal District
Recap of Bills and Payroll
November 30, 2025

Gross Wages		4,052,178.68
ARB Per Diem		67,033.07
Deductions/Reductions		
Retirement	283,269.02	
Medical Insurance	118,920.33	
Medicare	58,905.84	
Aflac	13,743.70	
WEX	26,317.52	
Social Security Withholding	5,290.66	
Deferred Comp-VOYA	16,103.00	
Deferred Comp-Nationwide	55,502.75	
Deferred Comp-Security Benefit	15,131.40	
Garnishment (Child Support)	5,745.07	
Garnishment (Bankruptcy)	2,123.08	
Pet Insurance	1,728.38	
US Dept of Treasury	1,040.66	
Federal Withholding	371,690.49	
Total Deductions/Reductions		(975,511.90)
Net Wage Payments		3,143,699.85
Field Travel & Other Exp.		
GTL (excess life)	21,503.23	
Cell Phone Allowance	12,730.00	
		34,233.23
Total Payments from Payroll Account		3,177,933.08
Bills paid through accounts payable (detail attached)	4,049,916.90	
Total Accounts Payable Payments		4,049,916.90
Total Payments for Bills & Payroll		7,227,849.98

Accounts Payable Payments

November 2025

	Total
2120: Bankruptcy Garn Pay Castro	369.24
Tiffany D. Castro, Trustee	369.24
2120: Bankruptcy Garn Pay Peake	1,753.84
David G Peake	1,753.84
2120: US Dept of Treasury - SBA	1,040.66
US Department of Treasury	1,040.66
2130: Aflac W/H Payable	34,645.09
AFLAC	34,645.09
2170: Pension W/H Payable	1,550,482.55
TCDRS	1,550,482.55
5000: Part-Time Seasonal Wages	3,192.00
Swipejobs, LLC	3,192.00
5100: Group Dental Insurance	1,570.80
The Texas Association of Counties (TAC)	1,570.80
5100: Group Health Insurance	270,238.68
The Texas Association of Counties (TAC)	243,814.44
AmWINS Group Benefits, Inc. /TAC	19,905.47
Costco Wholesale	6,518.77
5100: Group Life & LTD Insurance	19,724.36
The Texas Association of Counties (TAC)	19,724.36
5200: Security Services	19,124.97
Allied Universal Security Services	8,257.99
Brent Powell	6,380.00
C & G Wholesale	2,431.98
Cindy Elizabeth Escobar	540.00
John W Toliver, Jr.	540.00
Manuel Diaz	600.00
U.S. Bank National Association	375.00
5200: Communications Services	24,665.29
U.S. Bank National Association	54.00
A T & T Information System	196.22
Comcast	777.06
Comcast Business	1,406.73
Fibertown DC, LLC	3,920.00
Level 3 Communications, LLC /TW Telecom	5,306.69
LexisNexis Risk Solutions	3,735.00
Phonoscope, Inc.	907.09
Verizon Wireless	8,362.50
5200: Copier, Supplies & Maint	5,021.47

	Canon Solutions America, Inc.	1,077.66
	Dex Imaging, LLC	3,943.81
5200: Employee Recognition Activities		14,987.28
	U.S. Bank National Association	39.72
	Blue Iris Florist, Inc.	745.00
	Italiano's Restaurant, LLC	11,193.63
	Terryberry	3,008.93
5200: Field Travel & Other		60.90
	Annalise Selby	60.90
5200: Office Equipment Maint		548.25
	Pitney Bowes Global Services	548.25
5200: Office Supplies		5,990.60
	Amazon Capital Services	864.62
	Staples Business Advantage	544.23
	U.S. Bank National Association	2,076.47
	Cintas	98.88
	Hollister Cleaners	25.98
	ODP Business Solutions, LLC	2,336.24
	Texas Marking Products, Ltd.	44.18
5200: Online Subscription		31,675.14
	U.S. Bank National Association	6,335.64
	Access Intelligence, LLC	2,500.00
	American City Business Journals	230.00
	Costar Realty Information, Inc	18,898.54
	Houston Business Journal	70.00
	Houston Chronicle	108.95
	International Association of Assessing Officers (IAAO)	2,136.81
	LocatePlus	44.95
	Shield Screen, LLC	110.39
	Texas Dept of Public Safety - Crime Records Division	58.00
	Thomson Reuters - West	980.86
	TransUnion Risk & Alternative Data Solutions	201.00
5200: Paper, Computer Stock		4,762.00
	Bosworth Papers	4,762.00
5200: Photocopier Leases		323.00
	Dex Imaging, LLC	323.00
5200: Postage, Mailing & Handling		14,590.24
	Pitney Bowes Global Services	4,751.07
	Questmark, Inc.	6,339.17
	US Postmaster	3,500.00
5200: Printing, Forms & Stationery		2,606.97
	Deco Press	2,472.02
	Liberty Office Products	134.95
5200: Prof Registration Dues		6,305.00
	Texas Associations of Appraisal Districts (TAAD)	4,115.00
	U.S. Bank National Association	240.00
	Texas Department of Licensing & Regulation (TDLR)	1,800.00
	Women Professionals in Government	150.00

5200: Public Notice Advertising	18.72
U.S. Bank National Association	18.72
5200: Records Storage & Supplies	983.90
Iron Mountain Records Management	197.70
Shred-It	786.20
5200: Seminars & Other Tuition	17,462.00
Texas Association of Assessing Officers (TAAO)	270.00
Texas Associations of Appraisal Districts (TAAD)	345.00
U.S. Bank National Association	4,267.00
Office of the Attorney General	400.00
Property Tax Education Coalition, Inc.	2,205.00
Texas A&M AgriLife	7,975.00
Theodore C. Jones	2,000.00
5200: Vehicle Gasoline & Maint	585.72
U.S. Bank National Association	10.25
US Bank Voyager	575.47
5300: Hardware Maintenance & Support	165,091.38
Accudata Systems, Inc.	151,517.95
Centre Technologies	12,973.43
Iomotion, LLC	600.00
5300: Minor Equipment - Infrastructure	440.00
U.S. Bank National Association	440.00
5300: Minor Equipment - Office & Field Operations	103,549.36
Amazon Capital Services	4,312.19
CDW Computer Centers, Inc.	98,192.17
U.S. Bank National Association	1,045.00
5300: Software Maintenance & Support	19,494.02
SHI Government Solutions, Inc.	15,863.00
symplr software LLC	3,631.02
5300: Software Subscription	76,083.14
U.S. Bank National Association	6,513.55
Accudata Systems, Inc.	10.79
SHI Government Solutions, Inc.	1,858.36
Freeit Data Solutions, Inc.	48,149.81
Ninjio, LLC	10,659.12
Software One, Inc.	8,891.51
5400: Appraisal Services	41,685.08
Pritchard & Abbott, Inc.	41,685.08
5400: Other Professional Services by Division	123,634.40
Diane Malone	2,500.00
U.S. Bank National Association	5,150.00
Accudata Systems, Inc.	2,765.00
ADP, Inc	1,795.40
Basic Benefits LLC	966.00
CourthouseDirect.com	4,000.00
Eccentex Corporation	42,810.00
Euella Coreain Blakes	4,890.00

HR Strategies Now	8,240.00
Kognitiv, Inc.	420.00
LeadStyle, LLC	20,000.00
Patricia Escobedo Huizar	4,660.00
Paula Jane Clark	1,370.00
Sistema Technologies, Inc.	10,908.00
Stephen Atchison	4,000.00
Valenica Fuller	570.00
Zasio Enterprises, Inc.	590.00
Zdravko Sakic	8,000.00
5410: DLS - Arbitration / Mediation Fe	1,550.00
Law Office of Allan Davis, P.C.	800.00
Mark Davidson	750.00
5410: DLS - Filing Fee	82.31
U.S. Bank National Association	82.31
5410: DLS - Legal Service	10,713.00
Morae Global Corporation	1,200.00
Viada & Strayer	9,513.00
5410: DLS - Other Professional Svc	6,000.00
Valbridge Property Advisors	6,000.00
5410: O&O - Arbitration / Mediation Fe	25,625.00
Olson & Olson	25,625.00
5410: O&O - Copy Service	5,816.09
Olson & Olson	5,816.09
5410: O&O - Depositions & Transcript	18,660.55
Olson & Olson	18,660.55
5410: O&O - Filing Fee	1,682.15
Olson & Olson	1,682.15
5410: O&O - Legal Service	1,058,430.30
Olson & Olson	1,058,430.30
5410: O&O - Legal Travel,Parking & Misc Ex	136.00
Olson & Olson	136.00
5410: O&O - Messenger & Delivery Sv	141.00
Olson & Olson	141.00
5410: O&O - Other Professional Svc	108,510.00
Olson & Olson	108,510.00
5500: Casualty & Liability Insurance - Office Space and Related	71.00
Victor Insurance Managers, LLC	71.00
5510: Elevator Maintenance	2,060.29
TK Elevator Corporation	2,060.29
5510: Equipment Maintenance	491.00
Coolers, Inc.	491.00

5510: Fire & Safety Inspection / Repair		8,934.43
	Accurate Meter & Backflow, LLC	1,187.00
	Wilson Fire Equipment & Service Co, Inc.	7,747.43
5510: Garage And Parking Expense		670.00
	Stripe-N-Sweep, Inc.	670.00
5510: Generator & Related		10,311.69
	Clifford Power Systems Inc	10,311.69
5510: HVAC Contract Maintenance		513.48
	Chem-Aqua, Inc.	513.48
5510: HVAC System Maintenance		24,686.63
	American Mechanical Services of Houston LLC	1,453.00
	Johnson Controls, Inc.	22,748.63
	Willbanks Inc.	485.00
5510: Interior Maintenance		4,709.20
	Alpine Engineering & Construction, LLC	480.00
	Contract Mover Services	395.00
	Vanguard Environments	3,834.20
5510: Janitorial		43,357.66
	Alanton Group, Inc.	43,357.66
5510: Janitorial & Cleaning Supplies		10,447.74
	Pollock Investment, Inc.	10,447.74
5510: Kitchen Appliances		150.00
	Brew Tech Service	150.00
5510: Lawn Maintenance		2,400.00
	Metropolitan Landscape Management, Inc	2,400.00
5510: Locks, Keys & Signage		440.98
	Grainger Industrial Supply	23.48
	Texas Department of Criminal Justice (TDCJ)	66.00
	Vidal Safe & Lock Co., Inc.	351.50
5510: Management & Engineering		25,267.83
	Collier's Property Management Service, LLC	25,267.83
5510: Misc Hardware & Tools		86.26
	Grainger Industrial Supply	86.26
5510: Other - Bldg & Fixture Maint.		9,667.71
	Kronberg's Flags & Flagpoles	859.00
	Northwest Crossing Association, Inc.	8,348.06
	Pura Flo, Corp	460.65
5510: Other Professional Services - Bldg & Fixture Maint.		5,300.00
	DBR Engineering Consultants, Inc.	3,250.00
	Lerch Bates Inc.	1,250.00
	QC Laboratories, INC	800.00
5510: Pest Control		225.00
	Holder's Pest Solutions	225.00

5510: Plumbing		2,750.23
	Straus Systems, Inc.	2,750.23
5510: Relocation & Installation - Bldg & Fixture Maint.		28,262.66
	Alpine Engineering & Construction, LLC	28,262.66
5510: Repair - Bldg & Fixture Maint.		19,269.43
	Alpine Engineering & Construction, LLC	19,269.43
5510: Security & Safety - Bldg & Fixture Maint.		10,937.41
	Progressive Technologies, LLC.	2,154.00
	Unique Digital Technologies, LLC	8,783.41
5510: Trash Disposal		1,249.34
	Waste Management of Texas, Inc.	1,249.34
5510: Window Cleaning & Repair		215.00
	Jobs Building Services, LLC	215.00
5520: Rent		6,900.00
	HMC Fuller Pineway LLC	6,900.00
5520: Rent Escalation		3,305.10
	HMC Fuller Pineway LLC	3,305.10
5530: Electricity		25,838.47
	Shell Energy Solutions	25,838.47
5530: Gas		1,345.91
	Centerpoint Energy	1,345.91
Grand Total		4,049,916.90

Action Item 8. Discussion and possible action to approve the reappointment of two members to the Agricultural Appraisal Advisory Board of the Harris Central Appraisal District.

Recommendation

That the board approve the appointment of R. D. Burnside and Barbara Heiden Seber to the Agricultural Appraisal Advisory Board for two-year terms beginning January 1, 2026.

Discussion

The Chief Appraiser is required to appoint, with the consent of the Board of Directors, an Agricultural Advisory Board composed of at least three members. HCAD Agricultural Appraisal Advisory Board is composed of five members from varied agricultural backgrounds.

Comments on the Proposal

R. D. Burnside is a local rancher and past member of the Farm Service Agency. Barbara Heiden Seber is a local dairy farmer and operates a feed store. Both members are respected agricultural producers in Harris County and have consented to serve another term.

Motion

A board member would move to approve the reappointment of R. D. Burnside and Barbara Heiden Seber to the Agricultural Appraisal Advisory Board.

Resource staff: Melissa Brodie

Discussion Item 9. Discussion on Board of Director Election.

Voting by eligible taxing units in Harris Central Appraisal District's director election for two appointed positions on the HCAD Board of Directors ended at the close of business on Monday, December 15, 2025**.** Pursuant to Tax Code Section 6.03(k), the Chief appraiser has counted the votes.

Kevin McCormack, Chief Legal Counsel, will report on the results of the board of director election appointing two (2) directors to the HCAD Board of Directors to four year terms beginning January 1, 2026.

Resource Staff: Kevin McCormack

Discussion Item 10. Review and discussion of the security of HCAD bank deposits.

Discussion

Key discussion points center on:

- Public Funds Investment Act Chapter 2256
- the sufficiency of the insurance limits ($250,000 FDIC insurance),
- risks associated with uninsured deposits, and
- overall institutional stability.

Resource Staff: Roland Altinger
Adam Bogard
Jason Cunningham
Theresa Paul

Discussion Item 11. Report on homestead exemption confirmation cards.

Discussion

Each year in December, the appraisal district mails a homestead confirmation card to every property owner who received any type of homestead exemption in that year. The mailing serves two primary purposes:

1. **Exemption Verification**: If the card is returned by the post office as undeliverable, the district investigates the property owner's eligibility to continue receiving the exemption.

2. **Public Awareness**: The mailing reminds homeowners of additional exemptions that may be available, including for those who recently turned 65 or became disabled or who may qualify for the various veterans exemptions.

More than 835,000 cards are being mailed this month in staggered batches. Historically, approximately 2% (16,000) are returned, triggering an investigation. Of those, roughly 15,000 are typically cancelled as ineligible, helping maintain the accuracy of the appraisal roll. A sample card appears on the following page.

Resource staff: Scott Christenson
Jazmin Escamilla

HARRIS CENTRAL APPRAISAL DISTRICT
PO BOX 922012
HOUSTON, TEXAS 77292-2012

OFFICIAL BUSINESS

HCAD: 1234567890001

Presorted First Class
U.S. Postage
PAID
QIM

RETURN SERVICE REQUESTED

PROPERTY LOCATION: **1000 ELM ST**

TYPE OF HOMESTEAD EXEMPTION: **HOMESTEAD**

DOE JANE
1000 ELM ST
HOUSTON TX 77000-0000

INFORMATION ABOUT YOUR RESIDENCE HOMESTEAD EXEMPTION FOR 2026

For 2025, you received the type of homestead exemption shown on the front of this card. If you still own this home and your qualifications have not changed, your exemption will be renewed for 2026 automatically. If you or your spouse recently turned 65 or became disabled, you may qualify for an additional exemption. Numerous veterans' exemptions for partially or totally disabled veterans or their surviving spouses are also available to those who qualify. If you believe you qualify and the exemption is not shown on the front of this card, please contact us.

State law requires you to notify us in writing if your eligibility for the exemption listed has ended. If you received a homestead exemption in error, you may owe back taxes on this property going back five years. There may be additional tax or criminal penalties if fraud or intent to avoid tax is established.

If you have any questions, please contact our Information Center at (713) 957-7800 or visit our website at http://www.hcad.org for more information regarding available exemptions or how to obtain an applicable form.

Teresa S. Terry
Taxpayer Liaison

1. Mr. Buchine wrote to the TLO regarding an urgent issue involving Shellpoint Services, which was attempting to foreclose on his property. The claim was that he did not have a tax deferral in place. The foreclosure was scheduled for early November 2025 and the owner requested proof of his active deferral. Upon review the TLO found that the account had undergone requalification and cancellations in prior years, resulting in removal of the deferral back to 2019. Mr. Buchine was provided with Form 33.06, which he completed and returned along with the other required items. These were forwarded to the Exemptions Section for processing. The deferral was subsequently reinstated, and a confirmation letter has been issued and mailed to the property owner.

2. Ms. Santiago contacted the TLO Office to request assistance with filing a homestead exemption on her recently purchased property and remove the exemption from her former residence. Guidance was provided for submitting the removal of the exemption from the prior home and completing the application for a new homestead exemption. She has followed up with both submissions, and the update is being processed.

3. A previous TLO report to the Board addressed the issue raised by Mr. Adolph. He is the representative for Casa Juan Diego who contacted the TLO to request assistance. A tax demand letter was received for the property, which has historically received the charitable exemption. Research indicated that a requalification notice had been sent an attempt to perform a field inspection was made in 2024. The appraiser was unable to gain access. A subsequent cancellation letter was mailed in January of 2024 but returned as undeliverable. The TLO is working with Exemptions staff to determine the appropriate corrective action to assist the organization in resolving the issue.

4. Ms. Mayer wrote to members of the HCAD Board to complain about the outcome of an ARB hearing. Ms. Noriega asked the TLO to review the matter and contact the property owner. The property owner chose the I-Settle option and declined the offer made by staff. She was scheduled for a formal protest hearing. The panel's determination of value exceeded the I-Settle offer and she requested that the panel consider granting the previous offer. She also challenged the District's comps. The TLO reviewed the audio record and conferred with the ARB Counsel and Senior staff in Residential Valuation. The TLO reached out to the property owner and explained the hearing process. It was pointed out that value estimates from CMA's and consultants may vary from HCAD's comps, and a comparable value is very different from a comparable sale.

5. Mr. Bryan was referred to the TLO by Mr. Kyle Scott earlier in 2025. He asked for guidance in filing protests on two properties. One is his residence homestead, and the other is a contiguous vacant lot which has had a fluctuating value over the years.

He also inquired about having the properties combined into one account. It was too late to request a combination for 2025. The TLO recommended that he resolve his protests, then seek the combination for 2026. The TLO counseled him that since he had the OVR in place for several years, there may be tax implications as a result of the combination. He was advised to consult with his ISD tax office to make certain that the combination would not negatively affect his tax status.

6. Mr. Broussard contacted the TLO Office to inquire about the OVR exemption application process and the tax savings and other benefits of having the exemption. He was provided with all necessary guidance and instructions related to the application process. Upon review, the TLO confirmed that the OVR exemption had already been granted for tax year 2025. He was informed that no further action was required. The matter was resolved.

7. Mr. Thompson did not appear for his ARB hearing and contacted the TLO Office for assistance regarding how to proceed. His request was forwarded to the ARB Executive Office. The ARB Chair confirmed that the request had been submitted for processing. She subsequently contacted the property owner, and he was advised on what was required for the dismissal for his failure to appear to be reconsidered. He did not respond, and the matter was closed.

8. Ms. Glasco wrote to the TLO to complain about hearings and express her confusion about the various aspects of the process. She acknowledged that she was a relatively new homeowner, trying to navigate the responsibilities of home ownership. She filed a 2025 protest, mainly to challenge the inaccurate square footage assigned to her home by HCAD. The difference between the District's measurement and the square footage in her loan documents was approximately 155 square feet. She was assured by appraisal staff that the correction would be made, and an evaluation would be made for tax year 2026 if the change warranted a value adjustment. The TLO spoke with her and shared with her information regarding interior vs exterior measurements. She was also sent a short blurb explaining how square footage may affect value or might not impact value.

9. The TLO received an inquiry regarding a property on Yoakum Blvd. owned by the late Ms. Hooks. The communication indicated that the property remains on the tax rolls with the OVR and Disability exemptions, despite the owner's passing in 2021. The message further noted that Ms. Hooks' daughter occupies the property intermittently and may not have reported the death to appropriate agencies. Research has been done by the TLO and the Exemptions Section and a cancellation letter for tax years 2022-2025 will be sent to the owner of record to address the exemption status.

10. The business personal property owner of Black Rock Store Operations reported to the TLO Office that the company had received its 2024 tax statement through a collection agency in October of 2025 and stated that there was no record of the bill being sent to their designated billing address prior to that time. Staff consulted with the TLO and advised the property owner to contact the HC Tax Office on matters relating to collections and delinquencies.

11. Mr. Ronnenkamp wrote to the TLO to report that the business personal property assets had been sold, yet he was receiving tax statements from a MUD and a WCID. While tax payments are not in the purview of the TLO he was reminded of the importance of filing the annual rendition with HCAD, advised to use the notarized affidavit of non-ownership and encouraged to contact the jurisdictions to discuss the matter.

12. Mr. and Ms. Williams called the TLO Office regarding their 2025 protest. They stated that they mistakenly selected the I-Settle option which led to a process that they did not fully understand. They felt that their evidence and market data were not properly considered during the hearing. The TLO reviewed the audio record and conferred with the ARB Office and Counsel. It was determined that the hearing was fair and the ARB followed proper procedures. A letter to that effect was sent on September 29, 2025.

13. Ms. Reed wrote to the TLO concerning their 2025 protest before the ARB. She reported that no online evidence packet was available on their portal and no hearing date had been provided. The TLO reviewed the account and noted a pending workflow from July which may have delayed scheduling. The TLO confirmed that the hearing had been scheduled for 11/11/2025. The matter was resolved.

14. Mr. Burr called the TLO to complain that he filed a paper protest by certified mail on May 15th. He was never scheduled for a hearing and was told that there was no record of his protest being received. He insisted to the TLO that he had evidence (a receipt) to support that the correspondence was sent certified. He provided the evidence to the TLO and a hearing was granted and scheduled for November.

15. Mr. Fields contacted the TLO Office to complain that he had tried multiple times to apply for the general homestead (RES) exemption. He cited a financial hardship and frustration when all attempts to file were unsuccessful. The TLO researched the history of his filings. What surfaced was the fact that his construction company (Joyner Construction Group, LLC) purchased the property in 2022. Mr. Fields submitted four applications between 2023 and 2025. The TLO found that the applications were denied due to either a mismatch in addresses on his TDL or because the property was owned by a business which is ineligible for a homestead exemption. A member of the Exemptions staff is contacting him to explain the qualifications required for the RES.

16. A representative of K&H Carleton, LLC emailed the TLO alleging that a staff appraiser made a misstatement of law by claiming that comparables used in equal and uniform arguments must be at the noticed value based on the Texas Tax Code. The TLO reviewed the hearing and concluded that the appraiser misspoke by citing the Code.

17. Ms. Robeson reached out to the TLO to obtain clarification regarding multiple actions and changes made to her account. Her inquiry was extremely broad and "wide-ranging" such as how various departments affect each other in reaching

decisions. Several attempts to reach her by phone for a productive discussion were unsuccessful. Her case was closed.

18. Mr. Jalufka, with Car Transport Inc contacted the TLO to complain about penalties, interest and attorney's fees associated with a jurisdiction added for 2019-2023. Research indicated that appropriate written notification was provided to the owner of record at the correct mailing address. Matters related to P&I waivers, etc. are not within the purview of the TLO. Attempts to discuss the issues were unsuccessful. Last attempt (10/3/2025) requesting a return call; no response.

19. Mr. Tran called the TLO regarding his business personal property rendition. He had numerous questions of a general nature. The process was explained to him, and he received the information which was needed. He reported back that he completed the filing successfully. Sherene Blake in BIPD was able to assist by reviewing the rendition. The vehicle which was sold was deleted and a value adjustment was made on the remaining vehicle. The matter was resolved.

20. Ms. Valdez wrote to the TLO to formally complain about her 2025 formal (remote) hearing. She reported that she was unable to access the web form and stated that the issue persisted despite multiple attempts. The TLO suggested that the problem might be related to her browser's compatibility. After reviewing the audio record, the TLO noted that while the appraiser spoke quickly, the content of the discussion was clear and understandable. The TLO reviewed the matter thoroughly and provided follow-up guidance to the property owner, ensuring her that her concerns had been reviewed and considered.

21. Ms. Foster wrote to the TLO to request assistance with her application for the general homestead exemption. She is a recent homeowner, having purchased her property in June of 2025. She attempted to file using the mobile app, but the application was rejected. The problem was that the property was still under the ownership of the previous owner. The TLO enlisted the assistance of Ms. Hernandez, in the Exemptions Section. To facilitate resolutions, the TLO advised Ms. Foster to complete and submit the application directly via email and attached the appropriate form for her convenience. She did so promptly, her application was processed, approved and went to a correction roll in October. Her concerns were addressed and resolved.

22. Ms. Hogans contacted the ARB Hearings Manager to report that she was disappointed with the formal hearing on her 2025 protest. She raised multiple procedural and substantive issues regarding the fairness and conduct of the hearing. She stated that she felt rushed and interrupted during her presentation and the ringing of an ARB member's cellphone created a distraction. Additionally, she expressed concern that the ARB provided no explanation for how they reached their final value determination and the HCAD appraiser was unable to identify the use of the sales data used at the hearing. She submitted a request for a rehearing of her protest before a different ARB panel and a more qualified appraiser. The property owner's complaint remains under review.

23. Ms. Rowell contacted the TLO, seeking a review of her homestead exemption for tax years 2006-2011 and consider her late application for all applicable years for which she qualifies. The exemption was removed based on an ownership change in 2007. The property owner's request remains under review and the TLO is seeking assistance from the legal staff due to the lateness of the application/ request.

24. Mr. Chidiac wrote to the TLO seeking assistance with a problem that occurred due to an HCAD error. He and his wife purchased their home in 2014. They applied for the general RES homestead exemption on their recently purchased home in January of 2015. They were both born in 1987 and had TDL's as identifiers. Inadvertently, they were granted the OVR exemption with the Surviving Spouse. This was granted in April of 2015. In 2025, an assessor contacted HCAD with information challenging the existing exemption. The OVR and SurvSP were cancelled retroactively from 2020 and forward. He is upset because he was not responsible for the error. The TLO is seeking an opinion from DLS to determine a path for resolution.

25. Ms. Norato contacted the TLO Office for help in getting added to the exemption for the home that she and her husband own. He applied using the mobile app and was granted the RES for 2021 forward. At the time of application his wife was not listed on deed as his spouse. He was granted a 50% homestead exemption. Subsequently, she provided a copy of the out-of-state marriage license (dated June 24, 2011) but was only added at 50% for 2022 forward. Her request is to receive the benefit for 2021, as well. The TLO reached out to DLS seeking an opinion regarding her entitlement. They have recommended that, based on the evidence provided, the Exemptions Section can grant the benefit to Ms. Norato for 2021.

ARB Monthly Report - 2025

(rev 12/02/2025)

1. ARB Formal Hearings by Calendar Year (YTD)
Reporting Period: January 1, 2025 thru November 30, 2025 and Prior Years

	2024 ARB Formal Hearings	ARB Members (active) /Max Panels	2025 ARB Formal Hearings	ARB Members (active) /Max Panels
Jan		120/6		132/9
Feb		117/9		127/6
Mar		131/7		165/9
Apr		128/8		171/4
May	4,458	126/20	4,597	167/15
June	19,075	123/28	19,734	160/32
July	22,142	120/37	23,365	157/38
Aug	22,972	116/35	22,806	155/40
Sept	18,046	113/33	21,524	151/40
Oct	8,918	112/23	13,580	148/28
Nov	1,607	109/22	638	146/16
Dec	907	109/17		
FH Cur Yr	**98,125**	**109/17**	**106,244**	**146/16**
FH Prior Yr's Only	**4,437**		**3,864**	

2. Protests and ARB Formal Hearings by Tax Year

Protest Count	Tax Year 2024	Tax Year 2025
Total	515,659	568,039
Agents →% Total	417,191 81%	458,671 81%
Property Owners →% Total	98,468 19%	109,368 19%
Formal Hearings	**2024**	**2025**
Total (% Change)	98,125	106,244
Agents →% Total	78,353 (80%)	86,058 (81%)
Property Owners →% Total	19,772 (20%) Revised	20,186 (19%)

3. ARB Executive Office Report

	Mail Received (reg /cert)	Legal Assistance Request Calls @ Formal Hearings	Legal Review of Panel Recom. (Rescinded PR)	ARB Letters to Public (% change PY)	Acct. Research on STI (% change PY)	ARB Calls to/from Public (% change PY)
2024 TOTAL	**4759**	**430**	**213 (50)**	**441**	**5549**	**3171**
January	**150**	**10**	**4 (3)**	**26**	**174**	**269**
February	**292**	**20**	**8 (1)**	**4**	**296**	**204**
March	**197**	**12**	**7**	**7**	**204**	**269**
April	**86**	**8**	**7(1)**	**1**	**87**	**196**
May	**181**	**15**	**12 (2)**	**5**	**177**	**286**
June	**654**	**25**	**26 (1)**	**30**	**680**	**556**
July	**771**	**30**	**33 (4)**	**20**	**791**	**639**
August	**488**	**40**	**38 (6)**	**44**	**517**	**702**
September	**688**	**48**	**74 (4)**	**36**	**798**	**791**
October	**615**	**52**	**50 (8)**	**61**	**646**	**505**
November	**204**	**25**	**8 (17)**	**34**	**238**	**107**
2025 YTD TOTAL	**4326**	**285**	**267 (47)**	**268**	**4608**	**4524**

4. ARB Membership YTD

Total Membership 12/31/2023	**108**
Resignations 2024	**(32)**
BOD Appointments 2024	**46**
Total Membership 1/2024	**109**
Term Limited 2024	**(14)**
Not Reappointed	**(10)**
BOD Appointments 1/2025	**50**
Resignations 1/2025	**(3)**
Resignations 2/2025	**(5)**
BOD Appointments 3/2025	**42**
Resignations 3/2025	**(4)**
BOD Appointments 4/2025	**16**
Resignations 4/2025	**(10)**
Resignations 5/2025	**(5)**
Resignations 6/2025	**(6)**
Resignations 7/2025	**(3)**
Resignations 8/2025	**(2)**
Resignations 9/2025	**(4)**
Resignations 10/2025	**(3)**
Resignations 11/2025	**(2)**
Total Membership 11/2025	**146**

Action Item 16. Discussion and possible action to approve Resolution 2025-15, appointing individuals to serve as members of the Appraisal Review Board beginning January 1, 2026.

Discussion

The Appraisal Review Board Appointment Committee for the Harris Central Appraisal District Board of Directors interviewed applicants to serve on the Appraisal Review Board effective January 1, 2026. After the interview process, the Committee narrowed the pool of applicants for recommendation down to the finalists for consideration by the full Board of Directors at the Board's regular meeting on December 17, 2025. The Board, after considering the remaining candidates, will discuss and possibly approve Resolution 2025-15, appointing individuals to serve on the Appraisal Review Board beginning January 1, 2026.

Motion

A member of the Board may move to approve Resolution 2025-15, appointing individuals to serve as members of the Appraisal Review Board beginning January 1, 2026.

Resource : Board of Directors' Appraisal Review Board Appointment Committee
Committee Chair Kathy Blueford-Daniels

RESOLUTION NO. 2025-15

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE HARRIS CENTRAL APPRAISAL DISTRICT, APPOINTING MEMBERS TO THE APPRAISAL REVIEW BOARD OF HARRIS COUNTY; AND CONTAINING OTHER PROVISIONS RELATING TO THE SUBJECT.

* * * * * * *

WHEREAS, Section 6.41, Texas Tax Code, directs the board of directors of the Harris Central Appraisal District to appoint members to terms of office on the Appraisal Review Board for said district and authorizes the board of directors to fill vacancies on that board, and

WHEREAS, the board of directors finds it to be in the public interest to have an Appraisal Review Board consisting of 190 members with approximately one-half of the terms expiring in even numbered years and approximately one-half expiring in odd numbered years,

Now, therefore, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE HARRIS CENTRAL APPRAISAL DISTRICT:

Section 1. That the facts and recitations set forth in the preamble of this resolution be adopted, ratified, and confirmed.

Section 2. That the following named person(s), each of whom is eligible to serve on the Appraisal Review Board of the Harris Central Appraisal District, be appointed members of such Appraisal Review Board for terms of office of two years, commencing on January 1, 2026, and extending through December 31, 2027:

(NAMES WILL BE ENTERED AFTER APPROVAL BY BOARD)

Section 3. That the following named person(s), each of whom is eligible to serve on the Appraisal Review Board of the Harris Central Appraisal District, be appointed members of such Appraisal Review Board to fill one-year terms expiring on December 31, 2026:

(NAMES WILL BE ENTERED AFTER APPROVAL BY BOARD)

PASSED AND APPROVED this 17th day of December 2025.

_____

Chairman, Board of Directors
Harris Central Appraisal District

ATTEST:

_____

Secretary, Board of Directors
Harris Central Appraisal District

Action Item 17. Review and approve Resolution 2025-16, appointing officers to the Appraisal Review Board.

Motion

A board member would move to approve Resolution 2025-16 appointing the ARB Chairman and Secretary of the Appraisal Review Board effective January 1, 2026.

Resource Staff: ARB Committee

RESOLUTION NO. 2025-16

(NAMES WILL BE FILLED IN AFTER APPROVAL BY BOARD)

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE HARRIS CENTRAL APPRAISAL DISTRICT APPOINTING THE CHAIRMAN AND SECRETARY OF THE APPRAISAL REVIEW BOARD.

* * * * * * *

WHEREAS, Section 6.42 of the Texas Property Tax Code directs the board of directors of the Harris Central Appraisal District ("board of directors") to appoint a chairman and secretary of the Appraisal Review Board of the Harris Central Appraisal District ("ARB") and authorizes the board of directors to fill vacancies in the position; and

WHEREAS, _____ and _____ are currently members in good standing of the ARB; and

WHEREAS, the position of chairman and secretary of the ARB will be vacant as of December 31, 2025, and should be filled now, therefore,

BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE HARRIS CENTRAL APPRAISAL DISTRICT:

Section 1. That the facts and recitations set forth in the preamble of this resolution be adopted, ratified, and confirmed.

Section 2. That effective January 1, 2026, _____ be, and is hereby, appointed chairman of the ARB, to serve in such capacity at the pleasure of the board of directors.

Section 3. That effective January 1, 2026, _____ be, and is hereby, appointed secretary of the ARB, to serve in such capacity at the pleasure of the board of directors.

PASSED AND APPROVED this 17th day of December 2025.

Chairman, Board of Directors
Harris Central Appraisal District

ATTEST:

Secretary, Board of Directors
Harris Central Appraisal District

Discussion Item 18. Report from the Chief Appraiser Designee on HCAD's Chief transition plan.

Discussion

The Chief Appraiser Designee will update the board on HCAD's leadership transition.

Agenda Item 19. Discussion on search parameters for HCAD's website.

Discussion

The Board will discuss their preference for how to handle search functionality on HCAD's website, particularly in relation to confidential information.