

# GUADALUPE APPRAISAL DISTRICT



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## **BUDGET WORKSHOP OF THE BOARD OF DIRECTORS**

May 7, 2025

**1. CALL TO ORDER**

Mr. Lievens called the meeting to order at 5:41 p.m.


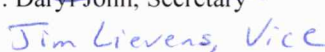
**2. ROLL CALL** - Members present were Pete Silvius, Leticia Sever, Joshua Bright, Peggy Herman, Pam Kifer and Mr. Jim Lievens. Mr. Peter Snaddon was also present. Not present were Charles Kelm, Ernesto Rodriguez, and Daryl John.

**3. CITIZENS' COMMENTS** - None

**4. 2026 PRELIMINARY GUADALUPE APPRAISAL DISTRICT BUDGET** – Mr. Snaddon presented the preliminary budget for 2025. He projected the cost-of-living increase of 1.98% for January 1 of next year. He mentioned the implementation of a new compensation system, capturing the remaining 50% deficit from the previous study, costing about \$109,000. The potential 2% cost of living is adjusted, if approved. There are two appraisal staff members expected to receive designations mid-year, resulting in grade increases totaling \$9,900. Healthcare costs are projected to increase by 10%, adding approximately \$64,000 to the budget. The retirement system contribution rate of 13.14% required for 2026, increasing costs by about \$13,000. The board discussed various aspects of the budget, including longevity pay and its relationship to the new step program. There is a potential to changes in longevity pay structure. Mr. Snaddon will look more into retirement benefits and comparisons to other appraisal districts. The Board discussed the notices being sent out to all taxpayers versus sending notices to only those who had significant increases. The cost was projected at about \$80,000 for notices to be sent out.

**5. ADJOURNMENT**: Mr. Lievens adjourned the meeting at 6:31pm.

  
Mr. Charles Kelm, Chair

ATTEST:   
Mr. Daryl John, Secretary  
  
Jim Lievens, Vice