
GUADALUPE APPRAISAL DISTRICT

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BOARD OF DIRECTORS BUDGET WORKSHOP MINUTES

May 6, 2026

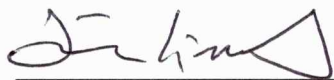
5:30 pm

1. **Call to Order** - The meeting was called to order by Mr. Jim Lievens, the acting chair. It was noted that the Board Chair, Charles Kelm, was absent. Meeting began at 5:31.
2. **Roll Call** - Present: Acting Chair; Jim Lievens, Daryl John, Leticia Siever, Peggy Herman, Pam Kifer and Dr. Burns (arrived during roll call). Absent: Charles Kelm, Joshua Bright, Ernesto Rodriguez.
3. **Citizens' Comments** - Seven individuals were signed up for public comment. One speaker addressed the Board, emphasizing the importance of maintaining competitive employee benefits, particularly healthcare, to retain trained staff. No additional comments were made at this time; further opportunity was offered at the conclusion of the workshop.
4. **Discussion on Proposed 2027 Preliminary Guadalupe Appraisal District Budget** - Peter Snaddon; The Chief Appraiser presented the proposed budget, including staff survey results and financial projections.
 - **Staff.Survey.Highlights**; Over 75% of employees reported satisfaction with compensation. 85% rated medical coverage as good or excellent. Workload and work-life balance were identified as areas of concern. 90% of respondents expressed confidence in organizational direction. Compensation and medical benefits were top priorities.
 - **Budget.Overview**; Historical budget growth averaged approximately 10.5% annually. Personnel costs (salaries, insurance, retirement) are primary drivers of budget increases. Proposed salary adjustments include: Step increases and merit-based adjustments. Consideration of a Cost-of-Living Adjustment (COLA) between 2.5% and 5%.
 - **Key.Financial.Considerations**; Estimated healthcare cost increase of approximately 11.5%. Retirement contribution rate decrease resulting in minor savings. Vacancy rate currently at seven positions. Discussion of potential cost-saving measures, including: Reviewing vacant positions. Adjusting vehicle allowances. Evaluating longevity pay.
 - **Board.Discussion**: The Board engaged in extensive discussion regarding: Employee retention and recruitment challenges. Competitiveness of compensation and benefits relative to other districts. Impact of external economic pressures, particularly funding constraints affecting school districts.

Balancing fiscal responsibility with maintaining a strong workforce. Potential need to align budget increases with those of taxing entities. General consensus emphasized maintaining a positive organizational culture while pursuing a financially conservative and sustainable budget approach.

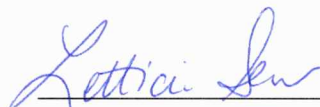
- Operational.Considerations;Additional topics discussed included: Use of technology (e.g., aerial imaging) to improve efficiency and reduce fieldwork. Exploration of flexible scheduling to improve work-life balance. Continued focus on cost efficiency and responsible use of taxpayer funds.
- Public.Input.(Additional.Discussion);Further input included questions regarding staffing needs relative to county growth, efficiency initiatives, and broader economic factors such as data center developments and their potential impact.
- Direction.and.Next.Steps;The Board provided general direction to: Maintain competitiveness in compensation and benefits. Consider a conservative approach to budget increases. Gather additional data from taxing entities regarding their financial outlook. Refine budget proposals prior to formal adoption and submission.

5. **Adjournment** - The budget workshop was adjourned, and the Board proceeded to the regular session at 6:39pm.



~~Charles O. Kelm, Chairman~~
G.A.D. Board of Directors

Jim Tierney, Vice Chair



~~Daryl John, Secretary~~
G.A.D. Board of Directors

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