

Williamson Central Appraisal District

Board of Directors Meeting

Minutes of June 11, 2026

Lora Weber, Vice Chair, called the regular meeting of the Williamson Central Appraisal District Board of Directors to order Thursday, June 11, 2026, at 9:00 a.m. Board members present; Lora Weber, Mason Moses, Harry Gibbs, Lisa Birkman, Hope Hisle-Piper and Larry Gaddes. Quorum declared. Jon Lux, Michael Wei and Mike Sanders were absent.

Some of the District's management staff were in attendance.

Pledges of Allegiance

Receipt of Public Comments

There were no public comments.

2025 Financial Audit Presentation

Kevin Randolph, with the financial auditing firm, Eide Bailly presented the District's 2025 financial audit. He noted that the District may assign portions of its fund balance for future expenditures as deemed appropriate by the Board. Randolph commended District staff for their cooperation throughout the audit process and specifically expressed appreciation to Kimberly Gamboa, Finance and Human Resources Manager, for her assistance.

Texas County & District Retirement Systems Presentation

Tim Krause, with Texas County & District Retirement System (TCDRS), provided an overview of the District's retirement plan. He explained that District employees are eligible to contribute at the highest allowable employee contribution rate and reviewed plan benefits and eligibility requirements.

Krause reported that in 2020 the District elected to adopt a higher contribution rate to help reduce the unfunded liability and provide greater rate stability in future years. The current elected rate is 19.1 percent. He advised the Board that any modifications to the retirement plan must be approved by December 15. Lankford noted that the District's retirement benefits consistently receive favorable ratings in the District's employee Top Workplace surveys. Discussion followed.

Taxpayer Liaison Officer's Report

Report on Property Owner Contacts

Glenda Williams, the Taxpayer Liaison Officer (TLO), presented a report summarizing her interactions with property owners and provided updates on related matters. Board members expressed appreciation for Williams' dedication and responsiveness in addressing taxpayer concerns.

2027 Budget Workshop

2027 Budget Review

Lankford reviewed revisions made to the District's proposed 2027 budget since the Board's previous meeting. He reminded the Board that Sanders had requested the organizational chart be revised to separately identify taxing units and publicly elected Board members, and confirmed that this update had been made.

Lankford introduced the District's new budgeting software, ClearGov, noting that this was the Board's first opportunity to review budget information in the new system. He advised that additional updates and refinements were still being made within the software.

Lankford discussed the District's vehicle allowance budget item and reported that a statewide survey of appraisal districts had been conducted for comparison purposes. Discussion followed.

The Board requested that a potential \$500 increase for the Taxpayer Liaison Officer be included in the proposed budget for future consideration. Members agreed that the matter would be discussed further before a final decision is made. The Board also reviewed the training budget for the Taxpayer Liaison Officer. Williams stated that she would evaluate the annual conference agenda before determining whether to attend. Additional budget updates were discussed.

Lankford also discussed the possibility of including a two percent merit increase in the proposed budget.

Entity Budget Overview Meetings

Lankford reminded Board members that following approval of the proposed budget, he, Deputy Chief Appraiser Chris Connelly, and Kimberly Gamboa would meet with representatives of the District's twelve largest taxing entities to review the budget. Budget information would be distributed electronically to all remaining taxing units.

Building Short-Lived Items

Lankford reviewed the District's building short-lived asset replacement plan. He explained that reserve funds are designated annually to address major building component replacements as the facility ages.

He reported that two HVAC units had reached the end of their useful lives and required replacement at a total cost of \$27,867. Funding for the replacements would be drawn from the building reserve account.

Major Equipment Replacement Items

Lankford reviewed proposed major equipment replacements, including three computer servers that are approaching end-of-life status. He noted that increased demand associated with artificial intelligence technologies has significantly increased server memory costs.

He also discussed the need for additional outdoor security cameras, with an estimated cost of approximately \$18,000.

2025 Financial Audit Report

Moses moved to approve the 2025 Financial Audit Report as presented. Birkman seconded. The motion carried unanimously.

Texas County & District Retirement Systems

Birkman moved to approve paying the Texas County & District Retirement System elected higher rate of 19.1%. Moses seconded. The motion carried unanimously.

Building Short Lived Items

Moses moved to approve utilizing building reserve monies to replace two HVAC units as presented in the 2026 building short lived items spreadsheet for a total cost of \$27,867. Hisle-Piper seconded. The motion carried unanimously.

Major Equipment Replacement Items

Birkman moved to approve utilizing the technology short lived items reserve to replace major equipment as described for a total cost of \$97,625. Gibbs seconded. The motion carried unanimously.

Approval of 2027 Proposed Budget

Moses moved to approve the 2027 Williamson Central Appraisal District proposed budget in the amount of \$15,909,442 to include a two percent merit increase. Hisle-Piper seconded. The motion carried unanimously.

Resolution Calling Public Election for November 3, 2026 for the Purpose of Electing Board of Directors (Resolution #2026-04)

Lankford advised the Board that formal action was required to initiate the process for the upcoming public election.

Birkman moved to order a public election be held on November 3, 2026 to fill three places on the Williamson Central Appraisal District Board of Directors. Gibbs seconded. The motion carried unanimously.

Updated Policy for Appraisal Review Board Members

Mary Bonnette, Chair of the Appraisal Review Board (ARB), presented a proposed revision to the ARB member policy. Bonnette reviewed the District's four-day workweek schedule with flex Friday's and explained that ARB proceedings on Fridays are generally limited to hearings involving property tax agents. She proposed establishing an on-call system for Fridays, under which designated ARB members would receive \$50 per day for being available. If an on-call member is required to report for duty, the applicable per diem payment would apply, and the \$50 on-call payment would not be paid in addition to the per diem. Bonnette stated that a schedule would be prepared for each Friday assignment.

Lankford reviewed the District's Friday appeal process and expressed support for the proposal, noting that it would improve operational efficiency and save taxpayer dollars. He added that full Friday panels would still be necessary during peak appeal periods later in the season. Lankford and staff would coordinate with Bonnette when panels were needed on site. He indicated that the Board's policy would be formally updated during the next policy revision cycle. Discussion followed.

Gibbs moved to approve the revised policy regarding Friday on-call assignments for Appraisal Review Board members. Hisle-Piper seconded the motion. The motion carried unanimously.

The Board recessed for a break at 10:31 a.m. The meeting was reconvened at 10:36 a.m.

Chief Appraiser Compensation Analysis Subcommittee Report

Moses reported that he and Gibbs had served as the Board's subcommittee for the Chief Appraiser compensation analysis. Weber commended the subcommittee for the thoroughness of its work.

Moses reviewed the purpose of the analysis, emphasizing the importance of maintaining compensation that is competitive within the marketplace. He noted that the review was overdue and ideally should have been completed approximately eighteen months earlier. The subcommittee compared compensation data from appraisal districts across Texas with characteristics similar to those of Williamson Central Appraisal District.

Moses stated that the analysis considered Lankford's experience, performance, and the organizational value of maintaining stability in the Chief Appraiser position. Members also discussed the potential operational challenges associated with turnover in that role. Discussion followed.

The Board reviewed Lankford's employment contract. Moses recommended that any compensation adjustments remain within the parameters of the existing agreement. The possibility of increasing the District's contribution to Lankford's deferred compensation plan was also discussed.

Executive Session began at 10:48 a.m. The Board returned to open session at 11:02 a.m.

Chief Appraiser Compensation

Moses moved to award the Chief Appraiser a 5% performance bonus and in accordance with Section 4.1.6.2 of the employment contract, to provide a discretionary deferred compensation contribution of \$20,000, and to award performance-based compensation under Section 4.1.7 equal to Mr. Lankford's TCDRS contribution. Moses subsequently amended his motion to increase the discretionary deferred compensation contribution to \$60,000. Discussion followed.

Moses summarized the intent of his motion, explaining that it included the contractual 5% performance bonus. He stated that the deferred compensation contribution was intended to reflect both the employee contribution for the current year and to acknowledge the Board's delay in completing the compensation review. Of the proposed \$60,000 contribution, \$40,000 would serve as a one-time payment to address prior years, while \$20,000 would represent the annual contribution going forward. Moses confirmed that the Chief Appraiser's annual compensation would total \$319,436, with an additional one-time \$40,000 contribution for the current year.

Moses then withdrew his original motion.

Moses made a new motion to approve the 5% performance bonus provided for in the contract; award an additional discretionary contribution of \$20,000 to the deferred compensation plan; provide performance-based compensation under Section 4.1.7 equal to the TCDRS member contribution; and make a one-time additional contribution of \$40,000 to the deferred compensation plan in recognition of the length of time required to complete the compensation review process. The motion established total annual compensation at \$319,436, with total compensation for the current year, including the one-time contribution, totaling \$359,436.

Hisle-Piper seconded the motion. During discussion, the Board confirmed that sufficient funds were available within the budget to cover the expense. Moses noted that the Board was overdue in updating the Chief Appraiser's compensation. Gaddes recused himself from the vote. The motion carried.

Review of the Chief Appraiser Compensation Policy & Review Process

This item was discussed earlier in the meeting in conjunction with the Chief Appraiser Compensation Analysis Subcommittee Report. No further discussion or action was taken.

Consider approval of minutes of the Board of Directors for the regular meeting – May 14, 2026.

Moses moved to approve the May 14, 2026 minutes as presented. Birkman seconded. The motion carried unanimously.

Consideration of Monthly Financials

The April 2026 financials and expenditures were reviewed and filed for audit.

Chief Appraiser's Report

WCAD Presentations

Lankford reported that, since the Board's previous meeting, he had met with several of the District's taxing entities as part of the District's annual outreach efforts to discuss property values and appraisal trends. He noted that he had recently provided presentations to the Commissioners Court and the Cities of Georgetown and Round Rock and was scheduled to present to the City of Taylor later that day.

Lankford stated that the presentations had been well received and shared that members of the Commissioners Court had expressed appreciation for the professionalism and service provided by the District and its staff.

Protest Season Update

Lankford presented a report detailing the District's progress during the current protest season. He reported that, despite experiencing a high volume of protests, the District remains ahead of prior years in processing and resolving protests.

Public Board of Directors Election Process

Lankford provided an update regarding the upcoming public election for the Board of Directors and reviewed a timeline previously presented to the Board. He discussed the numerous administrative tasks and coordination efforts undertaken by District staff in preparation for the election and presented a month-by-month checklist outlining key deadlines and responsibilities.

Lankford reminded the Board that candidates are required to complete and submit the Acknowledgement of Duties form as part of the application process. He reported that one request for candidate filing materials had been received to date. The District will continue to accept candidate applications and will delay submitting them to the Elections Office until the filing period opens, as the Elections Office is not yet prepared to accept the filings.

Lankford also reviewed the Board election budget and noted that the District will have a more accurate estimate of election-related costs later in the year as additional information becomes available.

Property Owner Surveys

Lankford reviewed and displayed the results of the Property Owner Surveys. He indicated that individual training will be provided as needed for staff if any issues are noted.

Lawsuit, Arbitration and SOAH Reports

Lankford provided updates on litigation, binding and limited binding arbitration cases, and matters before the State Office of Administrative Hearings (SOAH).

2026 WCAD Christmas Party

Lankford encouraged Board members to attend the District's 2026 Christmas Party. The party is scheduled to take place on Saturday, December 19th in the evening at Reunion Ranch outside of Georgetown.

Board Agenda Additions for Future Meetings

- 2027 Proposed Budget

Board Announcements

- Gaddes shared correspondence with the members pertaining to the announcement of his resignation as the Williamson County Tax Assessor Collector. He indicated that he had taken another job as Deputy Executive Director with the Texas Department of Motor Vehicles. Gaddes announced that the Williamson County Commissioners had accepted his resignation and that the responsibility lies to them to appoint Gaddes's successor. He reviewed the replacement process. Gaddes was invited to a future Board meeting in order for the District and Board to recognize him for his service.

The Board had previously set the following meeting dates:

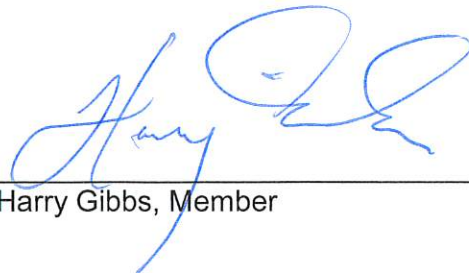
- Thursday, July 9, 2026 at 9 a.m.
- Thursday, September 10, 2026 at 9 a.m.
- Thursday, October 8, 2026 at 9 a.m.
- Thursday, November 5, 2026 at 9 a.m.

The meeting adjourned at 11:45 a.m.

Respectfully,



Lora Weber, Vice Chair



Harry Gibbs, Member