

Minutes of the 2026 Budget Hearing of the Board of Directors for Chambers County Appraisal District held on September 10, 2026.

A Budget Hearing of the Board of Directors for Chambers County Appraisal District was held with the following members present:

Joey Presnall, Chairman
Alecia Turner, Secretary
Tan Williams, Member
Laurie Payton, Member

Also present were Mitch McCullough, Chief Appraiser and Stephanie Muniz, Assistant Chief Administrator.

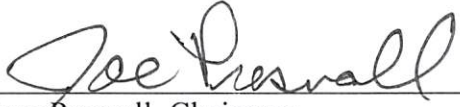
The meeting was called to order by Chairman Presnall at 11:00 am.

Chief Appraiser McCullough explained that our budget has small adjustments from the original submission at the preliminary budget review in April, it decreased based on correction to some rounding aspects of the budget for actuals. Secretary Turner made a motion to approve the 2027 budget as presented. Member Payton interjected that she had some questions regarding the budget and that entities have expressed concerns to her regarding our budget. Member Payton asked how we came up with 4% for the proposed salary increases. She states that she reached out to the entities that participate in our budget and she states that Anahuac ISD was getting 3%, East Chambers ISD was getting 2.5%, Chambers County was getting \$2,500 flat amount to each employee and Barbers Hill ISD was giving 2.5% as well. Chief Appraiser McCullough explained that as was discussed in April, our 4% was based on inflation and our goal of retaining employees. Member Payton expressed that we should be following what the entities around us are doing in regards to salary increases. Member Payton expressed that she requested actual salaries from Assistant Chief Administrator Muniz in May and that the raises varies amongst employees, it was not a straight across the board increase for all. Chief Appraiser McCullough agreed and explained that our increases in salary are linked to merit which employees that are more meritorious than others receiving more of a raise than those that were less meritorious. He also explained that historically whatever the Board of Directors gave him for a raise, he passed on to the administration staff as well. Member Payton expressed that she believed that our budget should break out each positions and their proposed salary; Assistant Chief Appraiser Muniz explained that our budget and all the components there of undergo scrutinous review by the Comptroller's office during the MAPS review and they have found that we are in compliance with requirements of the law with the current formatting of our budget. Member Payton stated that Assistant Chief Appraiser's salary was different from what was included in the budget as the 2026 budgeted amount. Assistant Chief Administrator Muniz explained that the format of the budget is the prior budgeted amount vs. current proposed amount, the format to calculate budgeted increases is budgeted for prior year vs. budgeted for this year. Member Williams advised that moving forward we could make a special note for

any salaries that do not match the budgeted amount from the prior year. Member Payton went on to discuss the auto allowance and that she reached out to Brazoria CAD and Jefferson CAD and that our auto allowance exceeds theirs. Chief Appraiser McCullough advised that our auto allowance had not been increased in 13+ years; with inflations, increased cost of insurance, increased interest rates we felt it was time to adjust the auto allowance accordingly. He advised that as she requested with salaries we compared to the commissioners in our County and increased to match their auto allowance. Member Payton disagreed with the auto allowances as she is comparing Chambers CAD to other CAD auto allowances. Assistant Chief Administrator Muniz reminded the Board of Directors that we have a very small staff, six appraisers cover the entire County; they are not appraising in metro areas like the appraisal districts she is comparing us too, they drive far more to reach their respective work areas. Chief Appraiser McCullough advised that this budget has been presented to all entities and reminders sent each time the hearing was rescheduled and that we have received no feedback on our proposed budget. Member Payton advised that they reached out to her with their concerns because she represents their interests on our board of directors. Chief Appraiser McCullough expressed to the board that we are at a juncture where we have to adopt a budget at this meeting due to tax code requirements and that this was not the appropriate time to bring up these concerns. These concerns should have been brought to his attention between April and this meeting so that we could address concerns. Assistant Chief Administrator Muniz advised that if there is additional information they would like to see included in the budget, we are happy to oblige. Chief Appraiser McCullough advised that we will go back to completing salary surveys and we will do some research prior to working on the next year's budget so that we can present all information to the Board during the preliminary hearing and address any concerns prior to the budget hearings. Member Payton expressed that our salaries are higher than most of the appraisal districts in this area she specifically mentioned the Chief Appraiser salary in comparison to the incoming County Judge's salary; Chief McCullough advised that his salary also reflects his 44 years of experience in this profession along with what we are able to accomplish with a limited staff of 16. He explained that the County has grown from 9.6 Billion dollars in value to 36.7 Billion in dollars in the thirteen years of service he has spent with Chambers CAD. He expressed concern regarding entity micromanagement of the appraisal district and that perhaps that this indicates a loss of trust between the entities and the CAD. He stated that he hopes that the entities would express those concerns to him if that is the case. Member Williams interjected that he certainly has no lack of trust in Chief Appraiser McCullough and he agrees that we have been frugal over the years that he has served as a board member. Motion was made by Member Williams and Second by Secretary Turner to approve the budget as presented. Motion passed 3 to 1 with Member Payton opposed.

With a motion from Member Williams and second by Secretary Turner, Board adjourned at 11:36 a.m.

Approved the 15 day of October, 2026 .



Joey Presnall, Chairman
Board of Directors
Chambers County Appraisal District



Alecia Turner, Secretary
Board of Directors
Chambers County Appraisal District