HAYS CENTRAL APPRAISAL DISTRICT

2027 PROPOSED BUDGET

Prepared by Laura Raven, Chief Appraiser

Presented to Hays CAD Board of Directors, May 21, 2026

HAYS CENTRAL APPRAISAL DISTRICT 2027 PROPOSED BUDGET

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Enclosed:

*Allocation shares are based on the percentage of each district's levy to the total levy of all taxing jurisdictions in Hays County. Property Tax Code 6.06(d) states that each unit participating in the district is allocated a portion of the amount of the budget equal to the proportion that the total dollar amount of property taxes imposed in the district by the unit for the tax year in which the budget proposal is prepared bears to the sum of the total dollar amount of property taxes imposed in a district by each participating unit for that year.

Taxes have not been levied yet for 2026. **This proposed allocation schedule is an estimate** based at this time on 2025 tax rates and levies. The 2027 allocation estimates will change as new information becomes available.

The 2027 Q1 billing invoices will will be calculated with the most recent 2026 values and 2026 tax rates.
New entities that levy taxes during 2026 will change allocation shares for 2027.

**Texas Property Tax Code Section 6.06(a) requires that this proposed budget include a list showing each proposed position, the proposed salary for each position and all benefits proposed for each position.

June 10, 2026

Dear Taxing Unit,

Enclosed you will find information in accordance with Texas Property Tax Code 6.06 (a) which states that each year the chief appraiser shall prepare a proposed budget for the operations of the district for the following tax year and shall submit copies to each taxing unit participating in the district and to the board of directors before June 15. The chief appraiser shall include in the budget a list showing each proposed position, the proposed salary for the position, all benefits for the position, each proposed capital expenditure and an estimate of the amount of the budget that will be allocated to each taxing unit.

The board of directors of Hays Central Appraisal District will hold a public hearing to consider the budget later this summer. You will be notified no later than ten days before that public hearing of the date, time and location. The board shall complete it's hearings, make any amendments to the proposed budget it desires and finally approve a budget before September 15.

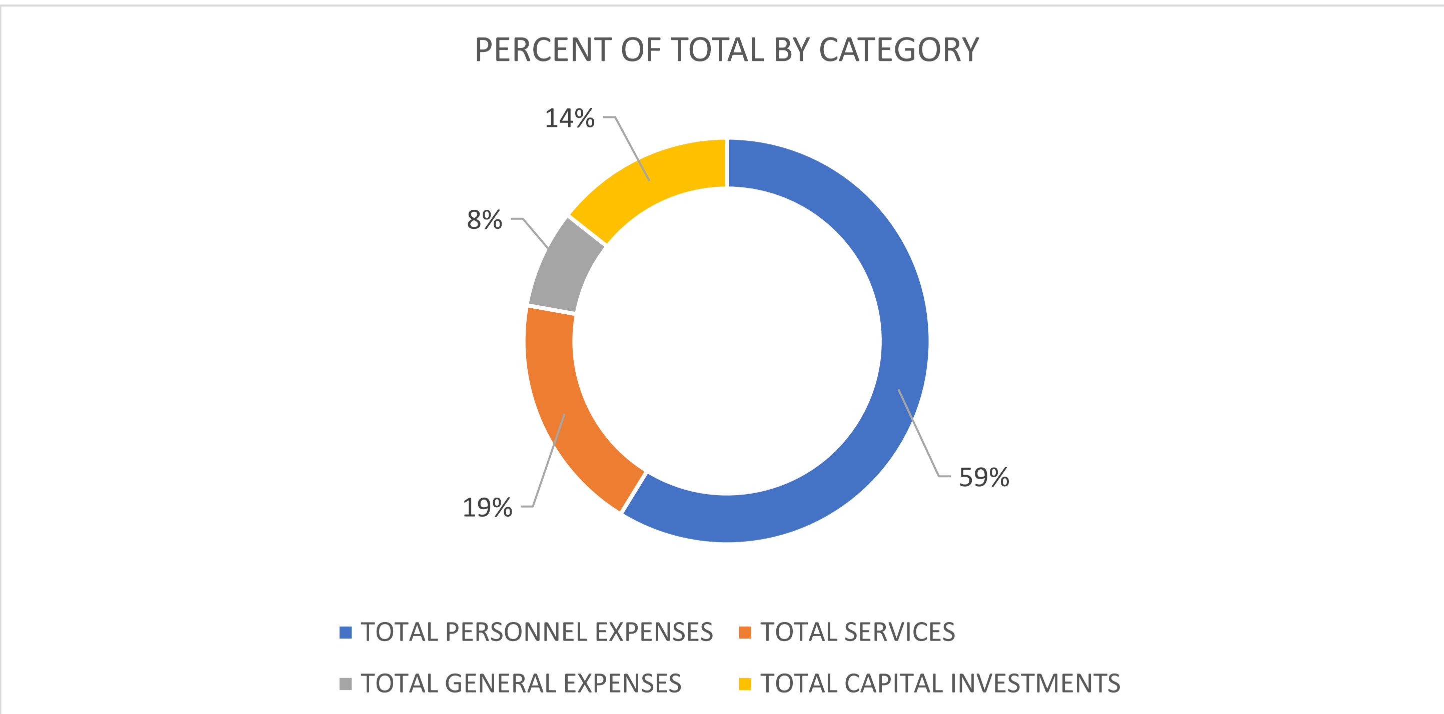
Feel free to reach out to me with any questions or concerns.

Laura Raven

Laura Raven
Chief Appraiser
lraven@hayscad.com
(512) 268-2522 ext 232

HAYS CENTRAL APPRAISAL DISTRICT 2027 PROPOSED BUDGET OVERVIEW

	2026 APPROVED BUDGET	2027 PROPOSED BUDGET	DOLLAR CHANGE	PERCENT OF TOTAL BY CATEGORY
TOTAL PERSONNEL EXPENSES	$4,579,249	$4,910,108	$330,859	59%
TOTAL SERVICES	$1,421,200	$1,591,450	$170,250	19%
TOTAL GENERAL EXPENSES	$636,500	$653,500	$17,000	8%
TOTAL CAPITAL INVESTMENTS	$150,000	$1,200,000	$1,050,000	14%
TOTAL EXPENDITURES	$6,786,949	$8,355,058	$1,568,109	



HAYS CENTRAL APPRAISAL DISTRICT 2027 PROPOSED BUDGET

SUMMARY

CATEGORY	DESCRIPTION	CHANGE
PERSONNEL	Personnel expenses would increase from $4,579,249 to $4,910,108, including adjustments to wages and salaries, as well as the reassignment of several positions to better align staffing with operational needs. The most significant change is in benefits as the District continues to search for a health insurance solution. The District has for years enjoyed the umbrella of the Hays County insurance pool, but the County made the decision to not offer that option effective October 1, 2026. Estimates for health, dental, and life insurance are preliminary, as proposals are still being received.	$330,859
SERVICES	Service expenditures would increase from $1,421,200 to $1,591,450. Key changes include increases for attorney fees, aerial imagery, Appraisal Review Board costs and office security.	$170,250
GENERAL EXPENSES	General expenses would increase slightly from $636,500 to $653,500. These changes are primarily attributable to modest increases in utilities and postage, along with higher janitorial service costs.	$17,000
CAPITAL INVESTMENTS	The largest budget change is reflected in capital investments, which would increase from $150,000 to $1,200,000. These funds are intended to support ongoing planning and development efforts for a new facility designed to better serve the community and meet future operational demands.	$1,050,000
TOTAL CHANGE FROM 2026	This proposed budget reflects increases necessary to maintain operations, address rising service demands, and support long-term planning for the organization’s future facility needs. Total expenditures would rise from $6,786,949 to $8,355,058, an overall change of $1,568,109.	$1,568,109

HAYS CENTRAL APPRAISAL DISTRICT 2027 PROPOSED BUDGET

	2026 APPROVED BUDGET	2027 PROPOSED BUDGET	CHANGE IN DOLLARS
REVENUE ALLOCATIONS			
ANTHEM MUD	10,868.45	18,960.39	8,091.94
AUSTIN, CITY OF	9,809.55	13,114.26	3,304.70
AUSTIN COMMUNITY COLLEGE	158,541.66	198,119.74	39,578.08
BLANCO ISD	7,704.78	9,489.50	1,784.72
BUDA, CITY OF	80,087.99	97,728.93	17,640.94
BUDA MUD 1	381.24	394.16	12.92
BUDA MUD 2	0.00	0.00	0.00
CALDWELL HAYS ESD #1	7,568.62	9,499.78	1,931.16
COMAL ISD	5,034.16	5,636.13	601.98
CROSSWINDS MUD	20,522.25	28,322.80	7,800.55
DRIFTWOOD CONSERVATION	12,064.56	19,825.90	7,761.34
DRIFTWOOD ECO DEV MMD	200.53	261.66	61.14
DRIPPING SPRINGS, CITY OF	27,409.88	42,189.83	14,779.95
DRIPPING SPRINGS ISD	961,598.22	1,104,734.23	143,136.01
DRIPPING SPRINGS MUD 1	510.70	634.72	124.02
EAST HAYS CO MUD 1	3,102.58	8,062.95	4,960.37
EAST HAYS CO MUD 2	0.00	0.00	0.00
GREENHAWE WCID 2	7,076.11	7,741.04	664.92
HAYS CISD	1,608,687.56	1,812,556.22	203,868.66
HAYS, CITY OF	168.54	209.58	41.04
HAYS COUNTY	1,134,410.84	1,590,117.79	455,706.95
HAYS CO DEVELOPMENT DIST 1	24,946.59	31,001.35	6,054.75
HAYS CO ES DIST #1 (N Hays)	32,484.07	63,724.21	31,240.14
HAYS CO ES DIST #2 (NE Hays #2)	44,245.95	54,696.23	10,450.28
HAYS CO ES DIST #3 (South Fire #3)	16,362.97	21,975.11	5,612.14
HAYS CO ES DIST #4	25,119.51	38,408.34	13,288.84
HAYS CO ES DIST #5 (Rural Fire #5)	69,860.64	86,381.78	16,521.14
HAYS CO ES DIST #6 (NW Fire #6)	81,375.22	102,314.59	20,939.37
HAYS CO ES DIST #7 (Wimberley/Hays #7)	21,272.25	26,155.71	4,883.46
HAYS CO ES DIST #8 (NE Hays Fire)	65,248.07	79,228.05	13,979.97
HAYS CO ES DIST #9	46,195.43	70,764.30	24,568.87
HAYS CO MUD 4	16,160.14	20,966.99	4,806.86
HAYS CO MUD 5	20,999.92	24,087.67	3,087.75
HAYS CO MUD 7A	0.00	0.00	0.00
HAYS CO MUD 7B	0.00	0.00	0.00
HAYS CO MUD 9	0.00	0.00	0.00
HAYS CO MUD 11	0.00	18.44	18.44
HAYS CO MUD 12	0.00	0.00	0.00
HAYS CO WCID 1	35,429.72	37,993.48	2,563.76
HAYS CO WCID 2	37,182.89	44,221.38	7,038.49
HEADWATERS MUD	36,197.60	44,668.20	8,470.59
JOHNSON CITY ISD	9,835.12	10,615.96	780.83
KYLE, CITY OF	238,696.94	362,570.43	123,873.49
LA SALLE MUD 1	1,742.19	6,769.19	5,027.00

HAYS CENTRAL APPRAISAL DISTRICT 2027 PROPOSED BUDGET

	2026 APPROVED BUDGET	2027 PROPOSED BUDGET	CHANGE IN DOLLARS
LA SALLE MUD 2	748.36	833.35	84.99
MASON MUD	0.00	0.00	0.00
MIRASOL SPRINGS MUD	0.00	0.00	0.00
MOUNTAIN CITY, CITY OF	690.18	796.76	106.59
NIEDERWALD, CITY OF	532.32	669.78	137.46
NORTH HAYS CO MUD 1	26,489.48	30,151.10	3,661.62
NORTH HAYS CO MUD 2	7,178.69	8,388.18	1,209.49
PLUM CREEK CONSERVATION	10,160.83	12,066.45	1,905.61
PLUM CREEK GROUND WATER	11,501.31	15,018.62	3,517.31
RANCH AT CLEAR FORK MUD 2	0.00	0.00	0.00
REUNION RANCH WCID	20,810.11	25,006.36	4,196.25
SAN MARCOS, CITY OF	451,152.92	569,124.14	117,971.22
SAN MARCOS CISD	742,516.31	823,672.44	81,156.13
SOUTH BUDA WATER 1	25,941.15	28,300.88	2,359.74
SPECIAL ROAD	152,386.49	189,158.80	36,772.31
SPRINGHOLLOW MUD	22,081.66	28,704.04	6,622.38
SUNFIELD MUD 1	37,603.27	47,624.33	10,021.06
SUNFIELD MUD 3	65,743.54	73,960.82	8,217.29
SUNFIELD MUD 4	11,831.83	22,689.86	10,858.03
UHLAND, CITY OF	2,846.61	7,783.57	4,936.96
VILLAGE OF BEAR CREEK	571.79	712.91	141.12
WAYSIDE MUD	142.16	4,261.56	4,119.40
WILDRIDGE MUD	1,043.25	1,443.97	400.71
WIMBERLEY ISD	309,834.00	363,577.41	53,743.41
WOODCREEK, CITY OF	5,240.41	6,045.11	804.70
YORK CREEK IMPT DIST	798.90	906.56	107.66
TOTAL REVENUE FROM JURISDICTIONS	6,786,949.00	8,355,058.00	1,568,109.00
EXPENSES			
PERSONNEL			
CHIEF APPRAISER	143,344.00	220,731.00	77,387.00
DEPUTY CHIEF APPRAISER	0.00	137,824.00	137,824.00
DIRECTOR OF OPERATIONS	120,288.00	103,796.00	-16,492.00
DIRECTOR OF APPRAISAL	120,288.00	0.00	-120,288.00
FINANCE DIRECTOR		73,766.00	73,766.00
HUMAN RESOURCE DIRECTOR		73,766.00	73,766.00
ADMINISTRATIVE ASSISTANT		53,472.00	53,472.00
OFFICE MANAGER	84,826.00	0.00	-84,826.00
HR ADMIN ASSISTANT	60,112.00	0.00	-60,112.00
ACCOUNTS PAYABLE CLERK	60,112.00	0.00	-60,112.00
RESIDENTIAL APPRAISAL MANAGER	88,813.00	94,146.00	5,333.00
COMMERCIAL APPRAISAL MANAGER	92,401.00	96,029.00	3,628.00
MARKET DATA MANAGER	78,479.00	89,098.00	10,619.00
REMEDIES MANAGER	78,479.00	80,699.00	2,220.00

HAYS CENTRAL APPRAISAL DISTRICT 2027 PROPOSED BUDGET

	2026 APPROVED BUDGET	2027 PROPOSED BUDGET	CHANGE IN DOLLARS
SENIOR RESIDENTIAL APPRAISER	78,479.00	83,191.00	4,712.00
SENIOR RESIDENTIAL APPRAISER	63,117.00	83,191.00	20,074.00
APPRAISER	59,562.00	60,687.00	1,125.00
APPRAISER	59,562.00	60,687.00	1,125.00
APPRAISER	57,235.00	60,687.00	3,452.00
APPRAISER	57,235.00	60,687.00	3,452.00
APPRAISER	57,235.00	60,687.00	3,452.00
APPRAISER	59,562.00	60,687.00	1,125.00
APPRAISER	59,562.00	60,687.00	1,125.00
APPRAISER	57,235.00	60,687.00	3,452.00
SENIOR COMMERCIAL APPRAISER	63,117.00	0.00	-63,117.00
APPRAISER/AGRICULTURE	59,562.00	60,687.00	1,125.00
APPRAISER/AGRICULTURE	59,562.00	61,901.00	2,339.00
APPRAISER/COMMERCIAL		63,722.00	63,722.00
APPRAISER/COMMERCIAL	60,097.00	63,722.00	3,625.00
APPRAISER/COMMERCIAL	60,097.00	63,722.00	3,625.00
LAND APPRAISER	65,067.00	63,722.00	-1,345.00
APPRAISER/PERSONAL PROPERTY	59,562.00	60,687.00	1,125.00
APPRAISER/PERSONAL PROPERTY	57,249.00	60,687.00	3,438.00
APPEALS MANAGER	78,479.00	83,959.00	5,480.00
APPEALS TECHNICIAN	47,099.00	49,927.00	2,828.00
DEPARTMENT ASSISTANT	44,856.00	47,550.00	2,694.00
APPRAISER TECHNICIAN COMMERCIAL	47,099.00	49,927.00	2,828.00
APPRAISER TECHNICIAN	47,099.00	49,927.00	2,828.00
APPRAISER TECHNICIAN	47,099.00	49,927.00	2,828.00
MARKET DATA TECHNICIAN	47,099.00	49,927.00	2,828.00
DATA SYSTEMS MANAGER	84,051.00	89,098.00	5,047.00
ABSTRACTING (RECORDS) MANAGER	63,117.00	70,253.00	7,136.00
ABSTRACTOR	42,720.00	45,286.00	2,566.00
DATA PROCESSOR	42,330.00	44,872.00	2,542.00
DEPARTMENT ASSISTANT	45,754.00	48,501.00	2,747.00
DEPARTMENT ASSISTANT	45,754.00	48,501.00	2,747.00
DEPARTMENT TECHNICIAN	48,041.00	0.00	-48,041.00
GIS TECHNICIAN	63,883.00	67,719.00	3,836.00
GIS TECHNICIAN	57,561.00	61,335.00	3,774.00
EXEMPTION MANAGER	65,667.00	70,253.00	4,586.00
CUSTOMER SERVICE	45,819.00	48,571.00	2,752.00
CUSTOMER SERVICE	44,039.00	46,684.00	2,645.00
EXEMPTION CLERK	44,039.00	46,684.00	2,645.00
EXEMPTION CLERK	42,330.00	44,872.00	2,542.00
OVERTIME	50,000.00	55,000.00	5,000.00
SEASONAL ASSISTANTS	50,000.00	50,000.00	0.00
LONGEVITY	20,500.00	20,500.00	0.00
MERIT	35,000.00	35,000.00	0.00
WAGES & SALARY TOTAL	3,269,674.00	3,448,328.00	178,654.00

HAYS CENTRAL APPRAISAL DISTRICT 2027 PROPOSED BUDGET

	2026 APPROVED BUDGET	2027 PROPOSED BUDGET	CHANGE IN DOLLARS
PERSONNEL EXPENSES			
RETIREMENT	447,890.00	472,900.00	25,010.00
RETIREMENT ADMIN FEES	20,000.00	25,000.00	5,000.00
HEALTH & LIFE INSURANCE	588,000.00	705,600.00	117,600.00
FICA & MEDICARE	46,685.00	49,280.00	2,595.00
AUTO/TRAVEL ALLOWANCE	180,000.00	180,000.00	0.00
WORKER'S COMP	10,000.00	12,000.00	2,000.00
STATE UNEMPLOYMENT	10,000.00	10,000.00	0.00
REGISTRATION HCAD	7,000.00	7,000.00	0.00
TOTAL BENEFITS	1,309,575.00	1,461,780.00	152,205.00
TOTAL PERSONNEL EXPENSES	4,579,249.00	4,910,108.00	330,859.00
SERVICES			
ATTORNEY FEES	245,000.00	300,000.00	55,000.00
AUDIT	12,500.00	13,750.00	1,250.00
BOARD OF DIRECTORS	15,000.00	15,000.00	0.00
BOARD OF DIRECTORS ELECTION	64,000.00	64,000.00	0.00
APPRAISAL REVIEW BOARD	100,000.00	200,000.00	100,000.00
APPRAISAL REVIEW BOARD ATTORNEY FEES	0.00	30,000.00	30,000.00
SECURITY	40,000.00	50,000.00	10,000.00
ARBITRATION	20,000.00	15,000.00	-5,000.00
TAXPAYER LIAISON SERVICES	13,200.00	15,000.00	1,800.00
COMPUTER SERVICES	460,000.00	460,000.00	0.00
IMAGERY SERVICES	216,000.00	276,000.00	60,000.00
APPRAISAL SERVICES	215,000.00	125,000.00	-90,000.00
JANITORIAL SERVICE	13,000.00	20,200.00	7,200.00
YARD MAINTENANCE	7,500.00	7,500.00	0.00
TOTAL SERVICES	1,421,200.00	1,591,450.00	170,250.00
GENERAL EXPENSES			
EDUCATION & TRAINING	45,000.00	45,000.00	0.00
OFFICE UTILITIES/SERVICES	83,000.00	85,000.00	2,000.00
BUILDING MAINT/REPAIR	50,000.00	50,000.00	0.00
OFFICE SUPPLIES	50,000.00	55,000.00	5,000.00
FORMS & PRINTING - ARB	4,000.00	4,000.00	0.00
FORMS & PRINTING - OFFICE	55,000.00	55,000.00	0.00
PUBLICATIONS	7,000.00	7,000.00	0.00
LEGAL NOTICES	4,500.00	4,500.00	0.00
CONFERENCES	25,000.00	25,000.00	0.00
POSTAGE	130,000.00	140,000.00	10,000.00
LEASE ON COPY MACHINE	6,000.00	6,000.00	0.00
LEASE ON FOLD/INSERT	8,800.00	8,800.00	0.00
LEASE ON POSTAGE MACHINE	10,200.00	10,200.00	0.00
LIABILITY INSURANCE	18,000.00	18,000.00	0.00

HAYS CENTRAL APPRAISAL DISTRICT 2027 PROPOSED BUDGET

	2026 APPROVED BUDGET	2027 PROPOSED BUDGET	CHANGE IN DOLLARS
MAINTENANCE CONTRACTS	140,000.00	140,000.00	0.00
TOTAL GENERAL EXPENSES	636,500.00	653,500.00	17,000.00
			0.00
CAPITAL INVESTMENTS			0.00
OFFICE EQUIPMENT	50,000.00	50,000.00	0.00
COMPUTER EQUIPMENT	50,000.00	50,000.00	0.00
NEW BUILDING FUND	50,000.00	1,100,000.00	1,050,000.00
TOTAL CAPITAL INVESTMENTS	150,000.00	1,200,000.00	1,050,000.00
TOTAL EXPENDITURES	6,786,949.00	8,355,058.00	1,568,109.00

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HAYS CENTRAL APPRAISAL DISTRICT 2027 PROPOSED BUDGET

SALARY SCHEDULE

PERSONNEL	2026 APPROVED	2027 PROPOSED
CHIEF APPRAISER	143,344.00	220,731.00
RETIREMENT	20,068.16	30,902.34
HEALTH & LIFE	12,000.00	14,700.00
AUTO ALLOWANCE	4,800.00	4,800.00
MEDICARE	2,078.49	3,200.60
TOTAL	182,290.65	274,333.94
DEPUTY CHIEF APPRAISER	-	137,824.00
RETIREMENT	-	19,295.36
HEALTH & LIFE	-	14,700.00
AUTO ALLOWANCE	-	4,800.00
MEDICARE	-	1,998.45
TOTAL	-	178,617.81
DIRECTOR OF OPERATIONS	120,288.00	103,796.00
RETIREMENT	16,840.32	14,531.44
HEALTH & LIFE	12,000.00	14,700.00
AUTO ALLOWANCE	4,800.00	4,800.00
MEDICARE	1,744.18	1,505.04
TOTAL	155,672.50	139,332.48
DIRECTOR OF APPRAISAL	120,288.00	0
RETIREMENT	16,840.32	0
HEALTH & LIFE	12,000.00	0
AUTO ALLOWANCE	4,800.00	0
MEDICARE	1,744.18	0
TOTAL	155,672.50	0
FINANCE DIRECTOR	-	73,766.00
RETIREMENT	-	10,327.24
HEALTH & LIFE	-	14,700.00
MEDICARE	-	1,069.61
TOTAL	-	99,862.85
ADMINISTRATIVE ASSISTANT	-	53,472.00
RETIREMENT	-	7,486.08
HEALTH & LIFE	-	14,700.00
MEDICARE	-	775.34
TOTAL	-	76,433.42
OFFICE MANAGER/HR COORDINATOR	84,826.00	-
RETIREMENT	11,875.64	-
HEALTH & LIFE	12,000.00	-
MEDICARE	1,229.98	-
TOTAL	109,931.62	-
HR DIRECTOR	-	73,766.00
RETIREMENT	-	10,327.24
HEALTH & LIFE	-	14,700.00
MEDICARE	-	1,069.61
TOTAL	-	99,862.85

HAYS CENTRAL APPRAISAL DISTRICT 2027 PROPOSED BUDGET

SALARY SCHEDULE

PERSONNEL	2026 APPROVED	2027 PROPOSED
HR ADMIN ASSIST	60,112.00	-
RETIREMENT	8,415.68	-
HEALTH & LIFE	12,000.00	-
MEDICARE	871.62	-
TOTAL	81,399.30	-
ACCOUNTS PAYABLE CLERK	60,112.00	-
RETIREMENT	8,415.68	-
HEALTH & LIFE	12,000.00	-
MEDICARE	871.62	-
TOTAL	81,399.30	-
APPRAISAL MANAGER RESIDENTIAL	88,813.00	94,146.00
RETIREMENT	12,433.82	13,180.44
HEALTH & LIFE	12,000.00	14,700.00
AUTO ALLOWANCE	7,200.00	7,200.00
MEDICARE	1,287.79	1,365.12
TOTAL	121,734.61	130,591.56
APPRAISAL MANAGER COMMERCIAL	92,401.00	96,029.00
RETIREMENT	12,936.14	13,444.06
HEALTH & LIFE	12,000.00	14,700.00
AUTO ALLOWANCE	7,200.00	7,200.00
MEDICARE	1,339.81	1,392.42
TOTAL	125,876.95	132,765.48
MARKET DATA MANAGER	78,479.00	89,098.00
RETIREMENT	10,987.06	12,473.72
HEALTH & LIFE	12,000.00	14,700.00
AUTO ALLOWANCE	6,000.00	6,000.00
MEDICARE	1,137.95	1,291.92
TOTAL	108,604.01	123,563.64
REMEDIES MANAGER	78,479.00	80,699.00
RETIREMENT	10,987.06	11,297.86
HEALTH & LIFE	12,000.00	14,700.00
AUTO ALLOWANCE	4,800.00	4,800.00
MEDICARE	1,137.95	1,170.14
TOTAL	102,604.01	112,667.00
RESIDENTIAL SENIOR APPRAISER	78,479.00	83,191.00
RETIREMENT	10,987.06	11,646.74
HEALTH & LIFE	12,000.00	14,700.00
AUTO ALLOWANCE	7,200.00	7,200.00
MEDICARE	1,137.95	1,206.27
TOTAL	109,804.01	117,944.01
RESIDENTIAL SENIOR APPRAISER	63,117.00	83,191.00
RETIREMENT	8,836.38	11,646.74

HAYS CENTRAL APPRAISAL DISTRICT 2027 PROPOSED BUDGET
SALARY SCHEDULE

PERSONNEL	2026 APPROVED	2027 PROPOSED
HEALTH & LIFE	12,000.00	14,700.00
AUTO ALLOWANCE	7,200.00	7,200.00
MEDICARE	915.20	1,206.27
TOTAL	92,068.58	117,944.01
APPRAISER	59,562.00	60,687.00
RETIREMENT	8,338.68	8,496.18
HEALTH & LIFE	12,000.00	14,700.00
AUTO ALLOWANCE	7,200.00	7,200.00
MEDICARE	863.65	879.96
TOTAL	87,964.33	91,963.14
APPRAISER	59,562.00	60,687.00
RETIREMENT	8,338.68	8,496.18
HEALTH & LIFE	12,000.00	14,700.00
AUTO ALLOWANCE	7,200.00	7,200.00
MEDICARE	863.65	879.96
TOTAL	87,964.33	91,963.14
APPRAISER	57,235.00	60,687.00
RETIREMENT	8,012.90	8,496.18
HEALTH & LIFE	12,000.00	14,700.00
AUTO ALLOWANCE	7,200.00	7,200.00
MEDICARE	829.91	879.96
TOTAL	85,277.81	91,963.14
APPRAISER	57,235.00	60,687.00
RETIREMENT	8,012.90	8,496.18
HEALTH & LIFE	12,000.00	14,700.00
AUTO ALLOWANCE	7,200.00	7,200.00
MEDICARE	829.91	879.96
TOTAL	85,277.81	91,963.14
APPRAISER	57,235.00	60,687.00
RETIREMENT	8,012.90	8,496.18
HEALTH & LIFE	12,000.00	14,700.00
AUTO ALLOWANCE	7,200.00	7,200.00
MEDICARE	829.91	879.96
TOTAL	85,277.81	91,963.14
APPRAISER	59,562.00	60,687.00
RETIREMENT	8,338.68	8,496.18
HEALTH & LIFE	12,000.00	14,700.00
AUTO ALLOWANCE	7,200.00	7,200.00
MEDICARE	863.65	879.96
TOTAL	87,964.33	91,963.14
APPRAISER	59,562.00	60,687.00
RETIREMENT	8,338.68	8,496.18
HEALTH & LIFE	12,000.00	14,700.00
AUTO ALLOWANCE	7,200.00	7,200.00

HAYS CENTRAL APPRAISAL DISTRICT 2027 PROPOSED BUDGET

SALARY SCHEDULE

PERSONNEL	2026 APPROVED	2027 PROPOSED
MEDICARE	863.65	879.96
TOTAL	87,964.33	91,963.14
APPRAISER	57,235.00	60,687.00
RETIREMENT	8,012.90	8,496.18
HEALTH & LIFE	12,000.00	14,700.00
AUTO ALLOWANCE	7,200.00	7,200.00
MEDICARE	829.91	879.96
TOTAL	85,277.81	91,963.14
APPRAISER/AGRICULTURE	59,562.00	60,687.00
RETIREMENT	8,338.68	8,496.18
HEALTH & LIFE	12,000.00	14,700.00
AUTO ALLOWANCE	7,200.00	7,200.00
MEDICARE	863.65	879.96
TOTAL	87,964.33	91,963.14
APPRAISER/AGRICULTURE	59,562.00	61,901.00
RETIREMENT	8,338.68	8,666.14
HEALTH & LIFE	12,000.00	14,700.00
AUTO ALLOWANCE	7,200.00	7,200.00
MEDICARE	863.65	897.56
TOTAL	87,964.33	93,364.70
APPRAISER / COMMERCIAL		63,722.00
RETIREMENT		8,921.08
HEALTH & LIFE		14,700.00
AUTO ALLOWANCE		7,200.00
MEDICARE		923.97
TOTAL		95,467.05
APPRAISER / COMMERCIAL	60,097.00	63,722.00
RETIREMENT	8,413.58	8,921.08
HEALTH & LIFE	12,000.00	14,700.00
AUTO ALLOWANCE	7,200.00	7,200.00
MEDICARE	871.41	923.97
TOTAL	88,581.99	95,467.05
APPRAISER / COMMERCIAL	60,097.00	63,722.00
RETIREMENT	8,413.58	8,921.08
HEALTH & LIFE	12,000.00	14,700.00
AUTO ALLOWANCE	7,200.00	7,200.00
MEDICARE	871.41	923.97
TOTAL	88,581.99	95,467.05
LAND APPRAISER	65,067.00	63,722.00
RETIREMENT	9,109.38	8,921.08
HEALTH & LIFE	12,000.00	14,700.00
AUTO ALLOWANCE	7,200.00	7,200.00
MEDICARE	943.47	923.97
TOTAL	94,319.85	95,467.05

HAYS CENTRAL APPRAISAL DISTRICT 2027 PROPOSED BUDGET

SALARY SCHEDULE

PERSONNEL	2026 APPROVED	2027 PROPOSED
COMMERCIAL SENIOR APPRAISER	63,117.00	-
RETIREMENT	8,836.38	-
HEALTH & LIFE	12,000.00	-
AUTO ALLOWANCE	7,200.00	-
MEDICARE	915.20	-
TOTAL	92,068.58	-
APPRAISER / PERSONAL PROPERTY	59,562.00	60,687.00
RETIREMENT	8,338.68	8,496.18
HEALTH & LIFE	12,000.00	14,700.00
AUTO ALLOWANCE	7,200.00	7,200.00
MEDICARE	863.65	879.96
TOTAL	87,964.33	91,963.14
APPRAISER / PERSONAL PROPERTY	57,249.00	60,687.00
RETIREMENT	8,014.86	8,496.18
HEALTH & LIFE	12,000.00	14,700.00
AUTO ALLOWANCE	7,200.00	7,200.00
MEDICARE	830.11	879.96
TOTAL	85,293.97	91,963.14
APPEALS MANAGER	78,479.00	83,959.00
RETIREMENT	10,987.06	11,754.26
HEALTH & LIFE	12,000.00	14,700.00
AUTO ALLOWANCE	4,800.00	4,800.00
MEDICARE	1,137.95	1,217.41
TOTAL	107,404.01	116,430.67
APPEALS TECHNICIAN	47,099.00	49,927.00
RETIREMENT	6,593.86	6,989.78
HEALTH & LIFE	12,000.00	14,700.00
AUTO ALLOWANCE	1,200.00	1,200.00
MEDICARE	682.94	723.94
TOTAL	67,575.80	73,540.72
DEPARTMENT ASSIST APPEALS	44,856.00	47,550.00
RETIREMENT	6,279.84	6,657.00
HEALTH & LIFE	12,000.00	14,700.00
MEDICARE	650.41	689.48
TOTAL	63,786.25	69,596.48
APPRAISER TECHNICIAN COMMERCIAL	47,099.00	49,927.00
RETIREMENT	6,593.86	6,989.78
HEALTH & LIFE	12,000.00	14,700.00
AUTO ALLOWANCE	1,200.00	1,200.00
MEDICARE	682.94	723.94
TOTAL	67,575.80	73,540.72
APPRAISER TECHNICIAN	47,099.00	49,927.00
RETIREMENT	6,593.86	6,989.78

HAYS CENTRAL APPRAISAL DISTRICT 2027 PROPOSED BUDGET

SALARY SCHEDULE

PERSONNEL	2026 APPROVED	2027 PROPOSED
HEALTH & LIFE	12,000.00	14,700.00
AUTO ALLOWANCE	1,200.00	1,200.00
MEDICARE	682.94	723.94
TOTAL	67,575.80	73,540.72
APPRAISER TECHNICIAN	47,099.00	49,927.00
RETIREMENT	6,593.86	6,989.78
HEALTH & LIFE	12,000.00	14,700.00
AUTO ALLOWANCE	1,200.00	1,200.00
MEDICARE	682.94	723.94
TOTAL	67,575.80	73,540.72
MARKET DATA TECHNICIAN	47,099.00	49,927.00
RETIREMENT	6,593.86	6,989.78
HEALTH & LIFE	12,000.00	14,700.00
AUTO ALLOWANCE	1,200.00	1,200.00
MEDICARE	682.94	723.94
TOTAL	67,575.80	73,540.72
DATA SYSTEMS MANAGER	84,051.00	89,098.00
RETIREMENT	11,767.14	12,473.72
HEALTH & LIFE	12,000.00	14,700.00
MEDICARE	1,218.74	1,291.92
TOTAL	109,036.88	117,563.64
DATA PROCESSOR	42,330.00	44,872.00
RETIREMENT	5,926.20	6,282.08
HEALTH & LIFE	12,000.00	14,700.00
MEDICARE	613.79	650.64
TOTAL	60,869.99	66,504.72
DEPARTMENT ASSISTANT	45,754.00	48,501.00
RETIREMENT	6,405.56	6,790.14
HEALTH & LIFE	12,000.00	14,700.00
MEDICARE	663.43	703.26
TOTAL	64,822.99	70,694.40
DEPARTMENT ASSISTANT	45,754.00	48,501.00
RETIREMENT	6,405.56	6,790.14
HEALTH & LIFE	12,000.00	14,700.00
MEDICARE	663.43	703.26
TOTAL	64,822.99	70,694.40
DEPARTMENT TECHNICIAN	48,041.00	-
RETIREMENT	6,725.74	-
HEALTH & LIFE	12,000.00	-
MEDICARE	696.59	-
TOTAL	67,463.33	-
ABSTRACTING (RECORDS) MANAGER	63,117.00	70,253.00
RETIREMENT	8,836.38	9,835.42

HAYS CENTRAL APPRAISAL DISTRICT 2027 PROPOSED BUDGET

SALARY SCHEDULE

PERSONNEL	2026 APPROVED	2027 PROPOSED
HEALTH & LIFE	12,000.00	14,700.00
MEDICARE	915.20	1,018.67
TOTAL	84,868.58	95,807.09
ABSTRACTOR	42,720.00	45,286.00
RETIREMENT	5,980.80	6,340.04
HEALTH & LIFE	12,000.00	14,700.00
MEDICARE	619.44	656.65
TOTAL	61,320.24	66,982.69
GIS TECHNICIAN	63,883.00	67,719.00
RETIREMENT	8,943.62	9,480.66
HEALTH & LIFE	12,000.00	14,700.00
MEDICARE	926.30	981.93
TOTAL	85,752.92	92,881.59
GIS TECHNICIAN	57,561.00	61,335.00
RETIREMENT	8,058.54	8,586.90
HEALTH & LIFE	12,000.00	14,700.00
MEDICARE	834.63	889.36
TOTAL	78,454.17	85,511.26
EXEMPTION MANAGER	65,667.00	70,253.00
RETIREMENT	9,193.38	9,835.42
HEALTH & LIFE	12,000.00	14,700.00
MEDICARE	952.17	1,018.67
TOTAL	87,812.55	95,807.09
TAXPAYER ASSISTANT	45,819.00	48,571.00
RETIREMENT	6,414.66	6,799.94
HEALTH & LIFE	12,000.00	14,700.00
MEDICARE	664.38	704.28
TOTAL	64,898.04	70,775.22
TAXPAYER ASSISTANT	44,039.00	46,684.00
RETIREMENT	6,165.46	6,535.76
HEALTH & LIFE	12,000.00	14,700.00
MEDICARE	638.57	676.92
TOTAL	62,843.03	68,596.68
TAXPAYER ASSISTANT	44,039.00	46,684.00
RETIREMENT	6,165.46	6,535.76
HEALTH & LIFE	12,000.00	14,700.00
MEDICARE	638.57	676.92
TOTAL	62,843.03	68,596.68
TAXPAYER ASSISTANT	42,330.00	44,872.00
RETIREMENT	5,926.20	6,282.08
HEALTH & LIFE	12,000.00	14,700.00
MEDICARE	613.79	650.64
TOTAL	60,869.99	66,504.72

HAYS CENTRAL APPRAISAL DISTRICT 2027 PROPOSED BUDGET

SALARY SCHEDULE

PERSONNEL	2026 APPROVED	2027 PROPOSED
SEASONAL ASSISTANTS	50,000.00	50,000.00
SOCIAL SECURITY	-	-
MEDICARE	-	-
TOTAL	50,000.00	50,000.00
OVERTIME	50,000.00	55,000.00
RETIREMENT	7,000.00	7,700.00
MEDICARE	725.00	797.50
TOTAL	57,725.00	63,497.50
LONGEVITY	20,500.00	20,500.00
MEDICARE	297.25	297.25
TOTAL	20,797.25	20,797.25
MERIT INCREASE	35,000.00	35,000.00
RETIREMENT	4,900.00	4,900.00
MEDICARE	507.50	507.50
TOTAL	40,407.50	40,407.50
SALARIES SUBTOTAL	3,269,674.00	3,448,328.00
TOTAL RETIREMENT	447,890.00	472,900.00
RETIREMENT ADMIN FEES	20,000.00	25,000.00
TOTAL HEALTH & LIFE	588,000.00	705,600.00
FICA & MEDICARE	46,685.00	49,280.00
TOTAL AUTO ALLOWANCE	180,000.00	180,000.00
WORKER'S COMP	10,000.00	12,000.00
STATE UNEMPLOYMENT	10,000.00	10,000.00
REGISTRATION HCAD	7,000.00	7,000.00
EXPENSES AND BENEFITS SUB-TOTAL	1,309,575.00	1,461,780.00
TOTAL	4,579,249.00	4,910,108.00