

Upshur County Appraisal District
Board of Directors
June 24, 2025

Present: David Fonteno, Mike Spencer, Richard Gage, Kent Abernathy, Trey Beahm

Notice is hereby given that a regular meeting of the Board of Directors of the Upshur County Appraisal District will be held on June 24, 2025, at 9:00 a.m. at the Appraisal District office located at 105 Diamond Loch Road, Gilmer, TX 75644.

I. Call to Order

David Fonteno Call the meeting to order at 9:05 a.m.

II. First Order of Business

A. Certification that the "Provisions of the Open Meetings Act, Section 551.001 et seq of the Texas Government Code" have been complied with in connection with public notice of this meeting.

David Fonteno certified that all provisions have been met for this meeting.

III. Citizen Communication

A. Recognize visitors/comments from the public.

Consult visitors list.

Liam Plyton spoke to the board about employees' salaries. He stated the work that employee do at the Upshur County Appraisal office requires a lot of training and hard work that a basic high school couldn't perform well without training. He also stated that he felt like for this reason he feels like the employee should be paid more.

Richard Gage gave Liam Plyton a copy of his paper and expressed that the employees receive more pay than is mentioned due to the insurance coverage for the employees.

IV. Information and Action Items

A. Discuss & Consider 2026 Budget

David started the meeting and let the board know that this will be the last special meeting concerning the budget. The next meeting will be August 12, 2025, at 1:30 and a motion will be made on the 2026 Budget.

During budget discussion Mike Spencer said that he went over the closest county payroll average comparing employee to property parcels. He stated that he found that 3 positions were at lower rates compared to UCAD, he also stated that his concern was Upshur County not other CADs. Amanda replied that during the TARP Review their study compared appraisers only to parcels and that she was originally asked to look up other CADs to compare rates in Upshur County property range. Richard Gage expressed that he called other CADs to compare

their pay and holiday schedule. He feels that 2 ½ days should be cut from UCAD schedule and the sick days needs to be cut down. Richard feels that insurance is a part of employee pay and should be labeled as such. David Fonteno stated that sick days are important and was voted and passed for a good reason. Vehicle allowance was discussed and needed clarification on how employees are paid. Mike Spencer expressed his thoughts on auto insurance required for employees. Amanda explained that she has proof of insurance from each appraiser and keeps documentation. The board addressed their concerns about the budget and the line items that they would like to have more information about and action for the next meeting. Those items were employee duties, and holiday schedules compared to other CADs.

Budget will be finalized @ August meeting.

V. Chief Appraiser Report

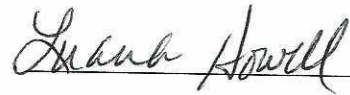
Amanda addressed her concerns on board meeting being held and Roberts Rules, she feels that she hasn't been able to go over the line items or the information that she has gathered for the meetings.

VI. Adjourn

David Fonteno made the motion to Adjourn the meeting. Mike Spencer second at 10:32



**Board of Directors Chairman
David Fonteno**



**Board of Directors Secretary
Luana Howell**