

**Tarrant Appraisal District
Board of Directors Meeting Minutes
December 21, 2023**

This meeting was conducted “in person” and in compliance with the Open Meetings Act as written in statute and was broadcast live on Facebook. A quorum of the members of the Board attended in person at TAD offices.

These minutes are a summary of the only subjects the board addressed and the actions it took. For details, see the Agenda & Video posted on TAD’s website at this URL: <https://www.tad.org/board-of-directors> and Video Recording posted at: <https://www.facebook.com/TarrantAD>

Members Present:

Ms. Wendy Burgess, Tax Assessor Collector
Mr. Rich DeOtte, Secretary
Mr. Jungus Jordan
Mr. J.R. Martinez
Mr. Tony Pompa, Chairman
Mr. Vince Puente

Also Participating:

Mr. William Durham, Interim Chief Appraiser
Mr. Brad Patrick Director of Administration
Mr. Matthew Tepper, TAD Attorney

Chair Pompa called the meeting to order at 8:00am and verified a quorum was present. The notice was posted timely. After pledges and the Invocation, the Board took up the following agenda items:

5. Recognize Visitors; Hear Public Comments

Three members of the public spoke.

6. Action Items

a. Discussion and possible action on amending TAD’s Personnel Policies and Procedures concerning Section 11.0 – “Retirement and Retiree Benefits” pertaining to the Retiree Group Medical Supplemental Insurance

William Durham told the board that the 2024 general operations budget has \$150,000 designated for communications consulting which could more than offset the cost of this benefit and be the budget neutral solution the board had asked for.

Mr. Puente moved to pass Option B from the agenda packet and Mr. DeOtte seconded the motion. Mr. Jordan made a substitute motion to pass the staff recommendation to grandfather current employees in to keep the retiree benefit and Mr. Martinez seconded. This action killed the previous motion. Mr. DeOtte moved to amend Mr. Jordan’s motion to have employees within 10 years of retirement to keep the benefit and other employees would be subject to the policy change. There was no second of the motion.

After discussion and in accordance with Option C:

Option C: The premium quoted is below the \$150 capped monthly rate, Current retirees and, those active as of December 31, 2023, would not pay anything in additional monthly premiums when they retire. Those employees hired on or after January 1, 2024, would pay the entire \$120.30 premium. Any spouses added to the plan would pay the full premium. Section 11.0 (4) of TAD's Personnel Policies and Procedures would be updated as listed here: For retired and active employees as of December 31, 2023, for those that meet the retiree medical insurance stipulations under sections 1 and 2 above, the employee's premium for the insurance or alternative plan will be paid by TAD in an amount not to exceed \$150.00 per month. Any additional amount above the \$150.00 monthly premium will be paid by the retiree. Retiree's spouse may participate, but will pay the full premium. Employees hired on or after January 1, 2024 will have one or more insurance or alternative plans available to them, but the retiree in this case will pay the full premium To the extent the District's Board of Directors authorizes the aforementioned retiree medical insurance benefits : said benefits shall be governed by the applicable insurance plan(s) issued by the provider

Mr. Jordan stated his motion to reinstate the provision which has been in effect to pay the Medicare supplement for retirees and to include current employees in light of the fact that it was a benefit in effect at the time of hiring. It equates to \$42,000 in this year's budget and the board would grandfather the \$150/month cap for current employees. Mr. Martinez seconded. This passed 4-1.

b. Deliberation and action on options for committing unspent funds from 2023 Budget.

William Durham and Brad Patrick recommended moving all unspent funds remaining from the 2023 budget to the committed CAMA fund in anticipation of a future board using the funds for the cost of the one-time May 2024 election of three new board members which is an unfunded mandate and/or a future credit to the entities after the spring audit. Mr. DeOtte moved to follow the staff recommendation and Mr. Martinez seconded. Mr. Pompa mentioned the staff was doing a great job keeping costs low. The motion passed 5-0.

7. Information Items

a. Report by Chief Appraiser

(1) Best Place to Work Award

(2) Communications Report

Mr. Durham announced that for the 3rd year in a row TAD has won the Ft. Worth, Inc., Best Companies to Work for in Ft. Worth (mid-size companies) award. He read some customer service reviews and he had the Communications Specialist, Ricardo Aguilera, give a list of public events throughout the county where TAD gave presentations.

8. Recess to executive/closed session pursuant to the following part(s) of the Texas Open Meetings Act, Government Code Ch. 551, for the following purposes:

At 8:50am, the Board recessed into Executive Session as provided in Item 8 of the Agenda.

Section 551.074 – Deliberation on the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee related to the search for a permanent chief appraiser.

Section 551.076 – Deliberation regarding security devices, security software, or security audits.

Section 551.071 – Deliberation on a matter in which the Board of Directors seeks the advice of its attorney about contemplated litigation in which the duty of the attorney to the governmental body under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the Open Meetings Act, related to statements made by Tarrant Appraisal District's former director of Information Services regarding the Tarrant Appraisal District's information systems.

At 10:14am, the Board returned to Open Session as provided in Item 9 of the Agenda.

9. Return to Open Session

- b. Security devices, security software and/or security audits.

This subitem was taken up first. Matthew Tepper gave an update on the investigation by Apollo and said he expects their report by the end of the year. He also expects to release the full report. There was no evidence of any taxpayer information being accessed or compromised. From Spring to Fall of 2022, prior to 10/7 there were significant software vulnerabilities (two pieces of malware in the system that failed to launch). Mr. Tepper said in the next year, we'll try to scrub the dark web to look for additional information, even though the Board has not taken any action to authorize or pay for a scrub of the dark web. The internal hack where a Driver's License was accessed was by TAD consultants and employees while working to check security. As a result, they took down the website in October 2022 and rebuilt it and it did not have every previous feature as a result.

- c. The search for a permanent chief appraiser and;

Mr. Pompa thanked William Durham for providing exceptional leadership and Mr. Puente moved to recognize the Interim Chief Appraiser for his service and acknowledged that the board is asking Mr. Durham to remain as Interim until February 1, 2024. In light of that, issue a one-time payment of \$10,000 payment to William Durham. Mr. Martinez seconded the motion which passed 5-0.

Mr. DeOtte moved that, subject to a pending background check, the Tarrant Appraisal District Board of Directors offers the Chief Appraiser position to Joe Don Bobbitt and approves the employment contract between Mr. Bobbitt and Tarrant Appraisal District as presented by McKenzie Eason and Matthew Tepper. Mr. Martinez seconded the motion and it passed 5-0.

8. Propose future agenda items; Set Next Meeting Date; Adjourn

No future agenda items were proposed. The next meeting date is expected to be January 12th, 2024. The meeting adjourned at 10:48am.


Tony Pompa, Chairman

Vince E. Puente, SR