

December 08, 2021  
Ms. Carol Frey  
WILCO ARB CHAIR  
Williamson County Appraisal District  
625 FM 1460  
Georgetown, Texas 78626

Williamson County Board of Directors  
c/o Williamson County Appraisal District  
Mr. Charles Chadwell, Chair  
625 FM 1460  
Georgetown, TX 78626

Greetings Mister Chair,

The purpose of this letter and addressing the WCAD Board of Directors today is to request a review of the WILCO ARB Pay Structure and to include the WILCO ARB Chair in any and all meetings regarding the WILCO ARB Budget.

The current ARB Pay Structure has not experienced an increase since 2015. I have been the ARB Chair since 2018. In these last 4-years, I have noticed that following the required ARB Orientation in January there has been a loss of anywhere between 2 to 4 new ARB Members in each of these years before the start of the WCAD Protest Season.

This loss of newly appointed ARB Members has been due to several reasons including the current pay structure for working a possible 10-Hour day and 5-Days a week with an entire summer commitment.

The Texas Comptrollers Code requests Appraisers, Lawyers, Real Estate Agents and individuals with college degrees be the first to be appointed to the Texas State ARB's by the District Judge, or in lesser populated counties, by the Board of Directors. Taking this into consideration, the Code sets a very high standard for ARB Applicants.

Looking at the current WILCO ARB pay structure: Starting with the First Year Pay Structure of \$155.00 per full day, this is barely over the current trend of \$15 minimum starting pay at fast food restaurants, retail stores, servers at many restaurants, businesses, etc. in the endeavor to fill work staff.

The Second Year Pay Structure of \$170.00 per full day is again not that enticing for retired or still working professionals at \$17.00 per hour. Especially this being a Full Summer commitment without benefits, insurance or paid vacation.

Therefore, I would like to propose an increase to the WILCO ARB Pay Structure for 2022 of:

- \$190.00 for Years 1 & 2.
- \$220.00 for Years 3 & 4
- \$250.00 for Years 5 & 6

This Pay Structure is only for those Serving Consecutive Terms (Years). If a year or more is skipped between reappointment, the appointee will start with the lowest Pay Structure.

This proposed Pay Structure would possibly encourage a more diverse and professional group of ARB Applicants.

The Second Purpose of this letter and meeting today is for the WILCO ARB Chair to be included in any and all WILCO ARB Budget meetings.

In checking with past WILCO ARB Chairs, I realize that the ARB Chair was never involved with the ARB Budget Meetings for Williamson County. Not sure if this was by chance or choice, but I feel an involvement would be a benefit for efficiency.

By the WILCO ARB Chair knowing and being included in meetings regarding the ARB Budget, this transparency would allow the Chair to plan accordingly with items that come out of the ARB Budget – such as: the costs of seeking Legal Advice from the ARB’s Legal Advisors, requesting supplies that come out of the ARB Budget, help in planning for the ARB by knowing what is included in the WILCO ARB Budget. Even offering suggestions towards the WILCO ARB Budget.

Therefore, I am proposing that the WILCO ARB Chair be included in the Budget Meetings for the WILCO ARB.

Thank you for your time and consideration.

Respectfully,

Carol Frey  
ARB Chair 2018-2021  
Williamson County Appraisal Review Board

cc: Mr. Alvin Lankford WCAD Chief Appraiser