

**ESD#1 REGULAR MEETING MINUTES**  
**DECEMBER 23, 2025**

Steven Lucher called the meeting to order at 6:00 p.m. at Riverside City Hall.

Commissioners present were: Cheryl Jeffcoat, Weber Holloway and Steve Lucher.

Public in attendance were: Luci Smith, Charlene Crocker, Charlsa Dearwester, Randy Jeffcoat, Jerry Benoit, Ira Coveler, Melissa Wiggins and Matt Gardner.

Certification was given that the "Notice of Meeting" was posted in accordance with the Open Meetings Act.

**GENERAL ITEMS:**

Public Comment: None

**MINUTES:**

Cheryl Jeffcoat made the motion to approve the minutes for November 25, 2025, Trey Holloway seconded the motion. Motion passed unanimously.

**TREASURER'S REPORT:**

Steven Lucher made the motion to approve the Treasurer's report as given, Cheryl Jeffcoat seconded, motion passed unanimously. Treasurer's report was filed for audit.

**DEPARTMENT/COMMITTEE REPORTS:**

Dodge – Jerry Benoit reported that they are still having issues with their ENI number but it is being worked on. Their grant writer is working on filing for grants.

Riverside – Charlsa Dearwester reported that they had 91 calls, 86 response and 5 No response. B51 was being taken to the shop and was involved in an accident, it was hit by a sheet of sheet metal. The insurance of the other driver will have it fixed while it is at the shop. They completed the Katy area rescue classes. Outreach of the "mean one" went well so that will be continued next year. RVFD adopted a local family, collected money from within the department members and were able to adopt a second family as well. Matt Gardner has been voted in as Vice President of the RVFD Board. Woods Welding repaired the grate in the drive of Station 54 (TLR), it was less than \$1000. Signage for all 3 stations was \$3600. H54 has had another mechanical failure and they are going to be taking it to the shop.

**PAYMENT OF OUTSTANDING ACCOUNTS:**

Steven Lucher made the motion to pay the following Luci Smith for \$850; Coveler Peeler for \$592.50, Clicktunity - \$211.93; Texas Mutual - \$2,148.10 (Feb); Hire Right - \$406.85; SAFE-D - \$1,475; Dodge - \$541.25; Riverside Op - \$15,152.13 and Riverside Labor - \$16,682.40. Paid prior to meeting by previous approval –City of Riverside- \$102.50; Ashron - \$2,150; Riverside SUD- \$102.51; and Entergy - \$216.30. Trey Holloway seconded the motion. Motion passed unanimously.

The board took no action to move monies into the investment account.

The board took no action to advance monies to any VFD.

**BUSINESS:**

McCall Gibson Swedlund Barfoot Ellis, PLLC was not ready to give their preliminary report, so item will stay on the agenda for January.

SAFE-D conference is Jan 29-31, 2026 in San Antonio. Registration has been paid for the board members, the VFDs will be reimbursed for any of their members going.

Steven Lucher made the motion to move the bill pay up to the Consent agenda starting in January 2026. Cheryl Jeffcoat seconded the motion. Motion passed unanimously.

Ira Coveler said that no motion had to be made, that it was okay to do a single motion for the consent agenda.

Coy Clayton was not at the meeting, Ira Coveler said that the insurance can be left under the ESD budget lines so it and the budget amendment to cover it can be pulled from the agenda.

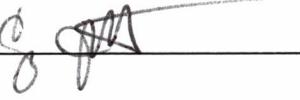
Steven Lucher made the motion to approve spending up to \$2500 to purchase 7 office chairs to be kept at Station 54 for the ESD Board meetings. Cheryl Jeffcoat seconded the motion. Motion passed unanimously. RVFD is going to check with SHSU to see if they have any surplus prior to the chairs being purchased.

Long term planning will be discussed more in January once the new board members come on board. New Committees will need to be formed.

**ITEMS FOR NEXT MONTH'S AGENDA:**

Next regular meeting January 27, 2026, 6:00 pm at Station 54 – Thomas Lake Rd.

Steven Lucher adjourned the meeting at 6:47 PM



\_\_\_\_\_  
-Secretary



# Riverside Volunteer Fire Department

2360 FM 980 / Huntsville, Texas 77320 / (936) 291-1242 / admin@riversidevfd.org

Chief-Ben Crocker

Walker County ESD #1

President-Brandon Tucker

## RVFD Monthly Chiefs Report

### Monthly Call Report/Statistics-

- November Total call **91** Responded to **86** No Response **5** 94.50%  
**0 No Response were calls 7PM-7AM**
- October Total call **82** Responded to **80** No Response **2** 97.56%  
**0 No Response were calls 7PM-7AM**
- September Total call **70** Responded to **65** No Response **5** 92.86%  
**4 No Response were calls 7PM-7AM**
- August Total call **78** Responded to **67** No Response **11** 85.89%  
**11 No Response were calls 7PM-7AM**
- July Total call **95** Responded to **81** No Response **14** 85.26%
- June Total call **69** Responded to **66** No Response **3** 95.65%
- May Total call **58** Responded to **54** No Response **4** 93.10%

### Administrative Report

- B-51 Was involved in an incident enroute to get pump repaired where it was damaged by debris falling off of a vehicle on the highway. Other parties' insurance has accepted full responsibility and will be covering repair.
- Katy Area Rescue was successfully completed.
- Pictures with "The Mean One" was a success and will be an annual event held.
- Participated in a local parade Dec 19th on Woodfarm road. The event was a hit and connected with more of the community.
- RVFD adopted a local family that was in need for Christmas and while collecting funds solely from within the fire department, we were able to raise enough to adopt a second family to feed for the holidays. This will also become an annual event for RVFD.

### Purchases

- The Drain Grate in the parking area of Station 54 was completed and to come out of RVFD annual operations budget \$950.
- All signage of ESD Owned facilities was updated in accordance with ESD policy. The funds to come out of RVFD annual operations budget \$3600. Included sign for ESD Property on HWY 19 at no cost. Sign posts for vacant property were installed by RVFD.

### Personnel Report

- Duty Crew
  - Duty Crew Call Response: **Fire: 9** **Rescue: 5** **Ems: 29** **Other: 19**
  - Resigned - 2 / Hired - 5 / Total Duty Crew Staff - 16
- Volunteer
  - Volunteer Call Response: **Fire: 2** **Rescue: 1** **Ems: 20** **Other: 1**
  - Resigned - 0 / Joined - 1 / Total Volunteers - 9



# Riverside Volunteer Fire Department

2360 FM 980 / Huntsville, Texas 77320 / (936) 291-1242 / [admin@riversidevfd.org](mailto:admin@riversidevfd.org)

Chief-Ben Crocker

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## Apparatus Report

- The B-51 is in the shop having the pump and motor assembly replaced and will be going to the body shop directly after to complete other repairs.
- HW-54 is out of service due to a mechanical failure on the alternator/generator. Parts have been ordered and will be repaired asap.

## Building/Property Report

- All signage of ESD facilities and properties has been updated.

WALKER COUNTY EMERGENCY SERVICE DISTRICT NO. 1

RIVERSIDE

VOLUNTEER FIRE DEPARTMENT

**GRANT STATUS**

DECEMBER 2025

GRANT NAME	DATE APPLIED	STATUS	EXPIRATION	GRANT AMOUNT	MATCH	Estimated Total Cost of Asset	Payment: Upfront or Reimbursement
<b>Equipment</b>							
1 Training Aids TFS	6/2/2021	Approved	3/5/2026	\$10,000.00	100%	\$10,000.00	Upfront
2 Slip-On Unit (Booster Skid Unit)	10/6/2025	Requested	N/A	\$45,000.00	95%	\$47,250.00	Upfront
3 Fire and Rescue Equipment	10/6/2025	Requested	N/A	\$25,000.00	95%	\$26,250.00	Upfront
4 Personal Protective	10/6/2025	Requested	N/A	\$25,000.00	95%	\$26,250.00	Upfront
<b>Emergency Grant</b>							
1 DD-636-2183: Emergency Gran	10/21/2025	Approved	4/21/2026	\$15,000.00	100%	\$15,000.00	Upfront
Applied for due to major mechanical failure of equipment during disaster declaration.							
<b>Training</b>							
1 Katy Area Rescue School Level 1	9/8/2025	Approved Submitted for Payment	N/A	\$300.00	100%	\$0.00	Upfront
2 Katy Area Rescue School Level 2	9/8/2025	Approved Submitted for Payment	N/A	\$300.00	100%	\$0.00	Upfront
3 Flood & Swift Water Tech 1	9/8/2025	Approved For Payment	N/A	\$3,080.00	100%	\$0.00	Upfront

DVFD  
FY 2026

			Oct	Nov	Dec	Jan
300	Dodge					
301	Advertising /Notifications		\$ -			
301.1	Promotions					
301.2	Public Postings					
302	Fees, Dues, Subscriptions					
302.1	Memberships					
302.2	Software					
302.3	Miscellaneous Fees		\$ 291.60			
303	Professions Services					
303.1	Accounting					
303.3	Legal					
303.5	Background Checks					
304	Inspections / Registrations					
304.1	Vehicles					
304.2	Equipment					
304.3	Gear					
304.4	Buildings					
305	Information Technology and Systems					
305.1	Hardware/Software					
305.2	Website/Domain Management, fees					
308	Travel					
309	Training					
310	Supplies					
310.1	Office					
310.2	Janitorial					
310.3	Pantry					
310.4	Medical					
310.5	Miscellaneous Supplies					
311	Tactical Gear					
312	Uniforms					
313	Minor Equipment (less than \$1000)					
313.1	Hand tools					
313.2	Other					
314	Furnishings					
315	Fuel		\$ 23.92	\$ 252.94		
317	Building Maintenace					
317.1	Plumbing					
317.2	Electrical					
317.3	HVAC					
317.4	Generators					
317.5	Miscellaneous Repairs					
318	Groundskeeping					
318.1	Mowing		\$ 237.00	\$ 79.00		
318.2	Pest Control					
318.3	Aerobic Systems					
318.4	Heli Pad					
318.5	Driveways/Parking Lots					

DVFD  
FY 2026

319	Utilities					
319.1	Electrical	\$ 189.97	\$ 176.87			
319.2	Gas	\$ 129.84				
319.3	Internet/Phone					
319.4	Trash Removal					
319.5	Water/Sewer	\$ 32.51	\$ 32.44			
320	Vehicle/Apparatus/Trailers/Etc					
320.1	Purchase/Replace					
320.2	Repairs					
320.3	Maintenance	\$ 235.95				
321	Equipment/Radios/Boats/Etc					
321.1	Purchase/Replace					
321.2	Medical					
321.3	Repairs					
321.4	Maintenance					
220.3	Maintenance					
		\$ 1,140.79	\$ 541.25	\$	-	\$ -
	Check number for pmt	2748				

RVFD  
FY 2026

		Oct	Nov	Dec	Jan
201	Advertising /Notifications	\$ -			
201.1	Promotions				
201.2	Public Postings				
202	Fees, Dues, Subscriptions				
202.1	Memberships				
202.2	Software				
202.3	Miscellaneous Fees				
203	Professions Services				
203.1	Accounting	\$ 1,213.86	\$ 709.00		
203.3	Legal				
203.5	Background Checks	\$ 108.00			
204	Inspections / Registrations				
204.1	Vehicles				
204.2	Equipment				
204.3	Gear				
204.4	Buildings				
205	Information Technology and Systems				
205.1	Hardware/Software				
205.2	Website/Domain Management, fees		\$ 1,062.22		
207	Labor				
207.1	Chief	\$ 5,803.64	\$ 1,934.54		
207.2	Duty Crew	\$ 13,532.16	\$ 8,692.43		
207.3	Hourly Wages				
207.4	Admin	\$ 3,438.15	\$ 2,048.78		
207.5	Volunteer Stipend	\$ 374.93	\$ 982.61		
207.6	Payroll Tax	\$ 6,702.90	\$ 3,024.04		
208	Travel	\$ 1,733.94	\$ 113.36		
209	Training	\$ 1,925.00	\$ 435.69		
210	Supplies				
210.1	Office	\$ 296.31			
210.2	Janitorial	\$ 245.99			
210.3	Pantry				
210.4	Medical	\$ 543.53			
210.5	Miscellaneous Supplies	\$ 213.36			
211	Tactical Gear				
212	Uniforms	\$ 165.63			
213	Minor Equipment (less than \$1000)				
213.1	Hand tools	\$ 39.99			
213.2	Other				
214	Furnishings		\$ 1,980.00		
215	Fuel	\$ 1,101.74			
217	Building Maintenance				
217.1	Plumbing				
217.2	Electrical	\$ 449.00			
217.3	HVAC				
217.4	Generators				
217.5	Miscellaneous Repairs	\$ 179.04	\$ 3,852.50		

RVFD  
FY 2026

218	Groundskeeping					
218.1	Mowing	\$ 767.00	\$ 564.00			
218.2	Pest Control		\$ 219.88			
218.3	Aerobic Systems	\$ 195.00	\$ 195.00			
218.4	Heli Pad					
218.5	Driveways/Parking Lots					
219	Utilities					
219.1	Electrical	\$ 926.30	\$ 770.42			
219.2	Gas	\$ 130.13				
219.3	Internet/Phone	\$ 834.25				
219.4	Trash Removal	\$ 45.00	\$ 45.00			
219.5	Water/Sewer	\$ 89.78	\$ 89.78			
220	Vehicle/Apparatus/Trailers/Etc					
220.1	Purchase/Replace					
220.2	Repairs		\$ 2,145.00			
220.3	Maintenance	\$ 1,985.88	\$ 1,581.58			
221	Equipment/Radios/Boats/Etc					
221.1	Purchase/Replace					
221.2	Medical					
221.3	Repairs	\$ 29.95	\$ 227.90			
221.4	Maintenance	\$ 288.91	\$ 1,160.80			
		\$ 43,359.37	\$ 31,834.53	\$ -	\$ -	
	Operations	\$ 13,507.59	\$ 15,152.13	\$ -	\$ -	
	Labor	\$ 29,851.78	\$ 16,682.40	\$ -	\$ -	
	Check for operations	2749				
	Check for labor	2750				

Walker County ESD 1  
FY 2025

Dodge VFD

# of Calls	Fire			Medical			Other			Percentages		
	Service	No Resp	Disregard	Service	No Resp	Disregard	Service	No Resp	Disregard	Service	No Resp	Disregard
Oct	23	9	0	4	9	0	0	1	0	57%	43%	0%
Nov	36	17	0	7	9	0	3	0	0	75%	25%	0%
Dec	0	0	0	0	0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!
Jan	0	0	0	0	0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!
Feb	0	0	0	0	0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!
Mar	0	0	0	0	0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!
Apr	0	0	0	0	0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!
May	0	0	0	0	0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!
Jun	0	0	0	0	0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!
Jul	0	0	0	0	0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!
Aug	0	0	0	0	0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!
Sep	0	0	0	0	0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!
Total	59	26	0	11	18	0	3	1	0	68%	32%	0%

Riverside VFD

# of Calls	Fire			Medical			Other			Percentages			
	Service	No Resp	Disregard	Service	No Resp	Disregard	Service	No Resp	Disregard	Service	No Resp	Disregard	
Oct	82	26	0	1	50	2	0	2	1	0	95%	4%	1%
Nov	91	29	1	2	43	6	3	7	0	0	87%	8%	5%
Dec	0	0	0	0	0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!	
Jan	0	0	0	0	0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!	
Feb	0	0	0	0	0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!	
Mar	0	0	0	0	0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!	
Apr	0	0	0	0	0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!	
May	0	0	0	0	0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!	
Jun	0	0	0	0	0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!	
Jul	0	0	0	0	0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!	
Aug	0	0	0	0	0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!	
Sep	0	0	0	0	0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!	
Total	173	55	1	3	93	8	3	9	1	0	91%	6%	3%

Walker County ESD #1  
VFD Account Balances

Month	Dodge		Riverside		General Total	Payroll	ESD	ESD total	Total
	General	ESD	Total	General	Savings				
Oct	\$ 29,248.70	\$ 20,801.04	\$ 50,049.74	\$ 43,131.01	\$ 580.22	\$ 43,711.23	\$ 13,844.35	\$ 27,973.31	\$ 41,817.66
Nov	\$ 33,283.70	\$ 21,480.22	\$ 54,763.92	\$ 40,666.33	\$ 580.22	\$ 41,246.55	\$ 72,312.32	\$ 10,014.90	\$ 82,327.22
Dec			\$ -			\$ -			\$ 123,573.77
Jan			\$ -			\$ -			\$ -
Feb			\$ -			\$ -			\$ -
Mar			\$ -			\$ -			\$ -
Apr			\$ -			\$ -			\$ -
May			\$ -			\$ -			\$ -
Jun			\$ -			\$ -			\$ -
Jul			\$ -			\$ -			\$ -
Aug			\$ -			\$ -			\$ -
Sep			\$ -			\$ -			\$ -

0001001-0012396 PDF 863249  
Walker County Emergency Services District  
t #1  
PO Box 113  
Riverside, TX 77367

**Texas CLASS**

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**Texas CLASS**

Average Monthly Yield: 4.1069%

		Beginning Balance	Contributions	Withdrawals	Income Earned	Income Earned YTD	Average Daily Balance	Month End Balance
TX-01-1156-0001	Operational Fund	2,062,269.46	0.00	0.00	6,972.31	83,734.88	2,065,978.63	2,069,241.77
<b>TOTAL</b>		<b>2,062,269.46</b>	<b>0.00</b>	<b>0.00</b>	<b>6,972.31</b>	<b>83,734.88</b>	<b>2,065,978.63</b>	<b>2,069,241.77</b>

**WALKER COUNTY ESD #1**  
**SALES TAX**

Month	SPD	FY 2026		% change	Pmt YTD	Prior YTD	%Change
		Prior Yr net	Net Payment				
Oct	Walker County ESD #1						
		1.50%	\$ 29,642.14	\$ 26,905.24	10.17%	\$ 29,642.14	\$ 26,905.24
Nov	Walker County ESD #1	1.50%	\$ 33,547.17	\$ 35,178.53	-4.63%	\$ 63,189.31	\$ 62,083.77
Dec	Walker County ESD #1	1.50%	\$ 35,163.67	\$ 28,258.13	24.43%	\$ 98,352.98	\$ 90,341.90
Jan	Walker County ESD #1	1.50%	\$ 27,502.03			\$ 98,352.98	\$ 117,843.93
Feb	Walker County ESD #1	1.50%	\$ 38,421.68			\$ 98,352.98	\$ 156,265.61
Mar	Walker County ESD #1	1.50%	\$ 34,237.57			\$ 98,352.98	-37.06%
Apr	Walker County ESD #1	1.50%	\$ 25,156.97			\$ 98,352.98	-48.37%
May	Walker County ESD #1	1.50%	\$ 31,258.51			\$ 98,352.98	-54.39%
Jun	Walker County ESD #1	1.50%	\$ 28,961.88			\$ 98,352.98	-60.17%
Jul	Walker County ESD #1	1.50%	\$ 28,726.57			\$ 98,352.98	-64.35%
Aug	Walker County ESD #1	1.50%	\$ 35,434.64			\$ 98,352.98	-67.71%
Sep	Walker County ESD #1	1.50%	\$ 32,506.07			\$ 98,352.98	-71.08%
						\$ 372,547.82	-73.60%

BUDGET VS. ACTUAL

Month	WCAD			Sales Tax Income		
	Budgeted Income	Actual Income	Difference	Budgeted Income	Actual Income	Difference
Oct	\$ 5,571.00	\$ 11,166.29	\$ 5,595.29	\$ 26,068.00	\$ 29,751.85	\$ 3,683.85
Nov	\$ 40,564.00	\$ 48,632.60	\$ 8,068.60	\$ 34,084.00	\$ 33,547.17	\$ (536.83)
Dec	\$ 101,730.00	\$ (101,730.00)	\$ (88,066.11)	\$ 27,379.00	\$ (27,379.00)	\$ (24,231.98)
Jan	\$ 201,117.00	\$ (201,117.00)	\$ (289,183.11)	\$ 26,646.00	\$ (26,646.00)	\$ (50,877.98)
Feb	\$ 127,521.00	\$ (127,521.00)	\$ (416,704.11)	\$ 37,226.00	\$ (37,226.00)	\$ (88,103.98)
Mar	\$ 20,961.00	\$ (20,961.00)	\$ (437,665.11)	\$ 33,172.00	\$ (33,172.00)	\$ (121,275.98)
Apr	\$ 9,097.00	\$ (9,097.00)	\$ (446,762.11)	\$ 24,374.00	\$ (24,374.00)	\$ (145,649.98)
May	\$ 15,315.00	\$ (15,315.00)	\$ (462,077.11)	\$ 30,286.00	\$ (30,286.00)	\$ (175,935.98)
June	\$ 8,383.00	\$ (8,383.00)	\$ (470,460.11)	\$ 25,192.00	\$ (25,192.00)	\$ (201,127.98)
July	\$ 4,507.00	\$ (4,507.00)	\$ (474,967.11)	\$ 25,191.00	\$ (25,191.00)	\$ (226,318.98)
Aug	\$ 5,117.00	\$ (5,117.00)	\$ (480,084.11)	\$ 25,191.00	\$ (25,191.00)	\$ (251,509.98)
Sept	\$ 5,117.00	\$ (5,117.00)	\$ (485,201.11)	\$ 25,191.00	\$ (25,191.00)	\$ (276,700.98)
Total	\$ 545,000.00	\$ 59,798.89		\$ 340,000.00	\$ 63,299.02	
	\$ 123,097.91					

WALKER COUNTY EMERGENCY SERVICE DISTRICT NO. 1

RIVERSIDE

VOLUNTEER FIRE DEPARTMENT

**GRANT STATUS**

DECEMBER 2025

GRANT NAME	DATE APPLIED	STATUS	EXPIRATION	GRANT AMOUNT	MATCH	Estimated Total Cost of Asset	Payment:
							Upfront or Reimbursement
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Applied for due to major mechanical failure of equipment during disaster declaration.							
<b>Training</b>							
1 Katy Area Rescue School Level 1	9/8/2025	Approved/Granted	N/A	\$300.00	100%	\$0.00	Upfront
2 Katy Area Rescue School Level 2	9/8/2025	Approved/Granted	N/A	\$300.00	100%	\$0.00	Upfront
3 Flood & Swift Water Tech 1	9/8/2025	Approved/Granted	N/A	\$3,080.00	100%	\$0.00	Upfront

# COVELER & PEELER, P.C.

*Attorneys At Law*

Two Memorial City Plaza  
820 Gessner, Suite 1710  
Houston, Texas 77024-4298

Phone 713.984.8222  
Fax 713.984.0670

December 19, 2025

Walker County Emergency Services District No. 1  
Attn: Mr. Coy Clayton, Board Vice-President  
P.O. Box 113  
Riverside, TX 77367

Re: Changes to Coveler & Peeler, P.C., billing rates for 2026

Dear Commissioners:

Coveler & Peeler, P.C. is grateful for the opportunity to serve your Emergency Services District. Whether your District is new to our firm or a long-standing client, we value the trust you place in us. We recognize that while our relationship is strong, no one enjoys paying legal bills.

## Why Are Rates Changing?

- Stable Rates Since 2022: We have kept our hourly rates unchanged since 2022, even as we invested in responsiveness, specialized ESD expertise, technology, and workflow efficiencies to deliver more value per hour.
- Rising Costs: Like your department, we face increased costs in rent, computer security, legal research, health insurance, fuel, property taxes, technology upgrades, training, janitorial services, and utilities—all reflecting broader inflation.
- Market Alignment: To keep pace with these rising costs and align our pricing with staffing needs, we will implement new rates effective January 1, 2026. Details are in the attached rate sheet.

## Our Commitment to Value

- We have achieved efficiencies and leverage in our work, but the market for legal expertise requires us to compensate our people fairly to retain and develop talent.
- We continue to invest in principal-level oversight to keep matters moving and minimize delays. The modest principal rate changes reflect market realities but remain conservative compared to broader legal cost trends.
- These adjustments ensure we can continue providing responsive, expert counsel while maintaining the standards you expect.

## What Will Not Change in 2026

We remain committed to the following:

- Clear Advice & Practical Solutions: Our guidance will continue to be clear, practical, and dependable.
- Transparent Billing: You will receive fully transparent billing with task-level detail and familiar templates.
- Board-Meeting Coverage: We will tailor board-meeting coverage to your cadence, including remote options when appropriate.
- No Charge for Brief Clarifications: We will not bill for brief clarifying phone calls or emails, supporting efficient project progress between meetings.

## Additional Support

- If you have questions about these adjustments or would like us to model the impact on your FY2026 professional-services budgets, we are happy to assist.
- We can also consider fixed-fee options for discrete projects, such as major station or land contracts, where appropriate.

## Our Future Plans

Looking ahead, Coveler & Peeler, P.C. is committed to continuous improvement and innovation in service to our clients. Our future plans include:

- Enhanced Technology Integration: We will continue investing in advanced legal technology and secure IT infrastructure to improve efficiency, data protection, and client experience.
- Expanded Training and Expertise: Ongoing professional development for our team ensures we remain at the forefront of Emergency Services District law and best practices.
- Client-Centered Solutions: We plan to introduce new service models, including flexible fee arrangements and project-based billing, to better meet the evolving needs of our clients.
- Community Engagement: Our firm will increase outreach and educational initiatives to help ESDs navigate legal changes and compliance requirements.
- Sustainability Initiatives: We are exploring ways to reduce our environmental footprint and support sustainable practices within our operations and for our clients.

We value our partnership and appreciate your continued trust. We look forward to helping you protect your communities and provide for a safer tomorrow.

Sincerely,

**COVELER & PEELER, P.C.**