



## Budget Change Request

### Change request information

Title Re-activate Classification: Chief Appraiser 3180  
Number B-01-06 Department 01 - Assessor  
Requester Lynda Zeman  
Published by Jay Saiki Publish Date 2023-08-23  
Change Type Policy Change

### Board outcome *(to be entered by budget after Board action)*

Board Decision

Board Changes

### Funds affected

Fund -  
General Fund Affected? No More Than One Fund Affected? No

### Policy request priority and connection to the strategic plan

Priority # 6 Strategic Plan Effective County

### Does this request include federal, state, or private grants?

Grant Funded? None

Grantor and timeframe

### Does this request affect current positions or propose new positions?

HR Payroll e-mailed? Yes Position Impact Changes Classification

Current position numbers affected

### What do you need and why? Include any unexpected and external requirements.

Statement of Need

This request is to re-activate the Chief Appraiser classification which is an essential succession planning tool.

This classification was removed during a restructure because the Chief Deputy performed that function. Over the course of the coming biennium the Assessor's office will see retirement of the Chief Deputy Assessor and at least two of our most senior Appraiser Analysts. Succession planning in this biennium is a high priority and reactivation of this classification gives us one additional option in how we organize our appraisal leadership team. Most offices from counties of our size and larger have both a Chief Deputy and a Chief Appraiser; this is not our intention, except during a transitional period. To ensure the smartest county organization methods are in place, our office will need the flexibility to hire in either the Appraiser Supervisor OR Chief Appraiser classification in the months prior to our Chief Deputy's retirement to meet our business needs and attract the best talent when it becomes clear that succession planning is needed.

**How will this change the performance of your office or department?**

Statement of Need

N/A

**Expenditure, FTE and revenue assumptions plus current budget level**

Assumptions

According to findings from a national survey conducted in 2016 by the International Association of Assessing Officers (IAAO) 48% of respondents in the assessment industry planned to retire between 2017 and 2025. Approximately 50% of the respondents were 50 years of age or older. This national survey is reflective of our office's demographics and personnel movements during this time period, additional retirements are anticipated within the next two years.

Current Budget Level

N/A

**What happens if this isn't funded? Are there other options?**

Impacts and Alternatives

Maintain active classifications.

**How does this request affect other offices and departments?**

Impact to Other Departments                      None

Which Other Departments are Affected?

Operating Transfer Needed?                      No

Operating Transfer Coding and Amount

**Personnel Information**

FTE	Number	Name	Start Date	End Date
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**Operating Revenue Line Items**

Org Code	Object Code	Object Description	Project Code	2024	2025
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**Capital Revenue Line Items**

Org Code	Object Code	Object Description	Project Code	2024	2025
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**Operating Expenditure Line Items**

Org Code	Object Code	Object Description	Project Code	2024	2025
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**Capital Expenditure Line Items**

Org Code	Object Code	Object Description	Project Code	2024	2025
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