

FAIR+EQUITABLE

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DECEMBER 8 - 10 **WORKSHOP 850** — CAE Case Study Review Workshop

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There have been numerous voter or legislative actions in Idaho to limit taxing districts' property tax revenue.



IAAO INTERNATIONAL ASSOCIATION OF ASSESSING OFFICERS Valuing the World

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It has been an honor to serve as your President, and I am beyond grateful for the opportunity to lead such a talented and dedicated group of individuals.

REBECCA MALMQUIST, CAE

IAAO President

A year of gratitude and honor: Reflections on serving as President

As the year draws to a close, I find myself reflecting on the incredible journey I have had.

It has been an honor and a privilege to serve as your President, and I want to take a moment to express my deepest gratitude for the privilege of leading our incredible community.

Throughout this year, we have faced challenges, celebrated victories, and navigated the everyday moments that make up the tapestry of our work.

In each of those moments, it has been a true honor to be part of a community that continually strives

for growth, meaningful connection, and transformation.

Whether through collaborations, shared goals, or simply supporting one another through the ups and downs, your dedication and passion to our profession have been a constant inspiration.

Serving as President has been one of the most rewarding experiences of my life.

Every decision, every conversation, and every moment of progress has been a direct result of the collective efforts of our members.

It is your energy, your ideas, and your involvement that have made this year so impactful, and I am

endlessly grateful for that.

I am deeply thankful for the trust you have given me to lead this organization.

Being President is not just about making decisions. It's about listening, understanding, and working alongside each of you to build something greater than ourselves.

Your insights, feedback, and contributions have shaped my leadership, and I feel incredibly fortunate to have had the chance to serve in this capacity.

This year, I have been continuously humbled by the passion and commitment that each of you brings to our work.

MAGAZINE OF THE INTERNATIONAL ASSOCIATION OF ASSESSING OFFICERS

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MIKE ARDIS, APR, ardis@iaao.org

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> HEADQUARTERS

International Association

of Assessing Officers

314 W 10th St.

Kansas City, Missouri

64105-1616 USA

816-701-8100

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IAAO



Paul Sanderson, President of the International Property Tax Institute, and IAAO President Rebecca Malmquist, CAE, opened two days of meetings in December at the International Research Symposium in Amsterdam, the Netherlands. More than 80 people attended the event.

Whether you have contributed through time, ideas, or focused work, you have all made an impact, and I am honored to serve a community so dedicated to its purpose.

I've witnessed firsthand how our members continuously go above and beyond to support one another and advance our shared goals.

You've inspired me with your creativity, resilience, and collaboration.

Every challenge we've faced has been met with determination, and every success has been a reflection of the collective strength and spirit of this community.

As I look to the year ahead, I am filled with hope and excitement for the future we will continue to build together.

While my term as President may be coming to a close, my commitment to this organization and to all of you remains steadfast.

I am excited for the new leaders who will step forward to continue the work we've started,

and I look forward to seeing the incredible things that will unfold in the coming years.

Let us carry the lessons of this year with us — lessons of resilience, unity, and the power of collaboration. I have no doubt that, together, we will achieve even greater things.

I want to express my heartfelt thanks to each and every one of you for your trust, your hard work, and your belief in our shared mission.

It has been an honor to serve as your President, and I am beyond grateful for the opportunity to lead such a talented and dedicated group of individuals.

I look forward to continuing this journey with you, in whatever capacity that may be, and I can't wait to see what we will accomplish in the years ahead.

Wishing you all a peaceful, joyful, and reflective end to the year.


Thank you again for the privilege of serving as your President.

With deep appreciation,
Rebecca ♥

2024 International Research Symposium, Amsterdam




Programs at the recent International Research Symposium in Amsterdam featured Paul Bidanset, right, with the Center for Appraisal Research and Technology, and Ron Rakow of the Lincoln Institute of Land Policy, left, presenting on “Assessment Tools and Techniques to Measure and Diagnose Issues with Vertical Equity.” IAAO and the International Property Tax Institute (IPTI) hosted the two-day symposium, *Assessment Innovation & Collaboration with a Focus on AI*, attended by 83 people.




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by what we get,
but we make a life
by what we give."**

—Winston Churchill

As we close out the year with the gift-giving holidays ahead of us, this is the perfect time of the year to give. Contact Ashley Lathrop at lathrop@iaao.org or look for more information on Giving Tuesday.

To designate personal assets to IAAO through estate planning, stocks, and life insurance beneficiary designations, contact Michael Macias at finance@iaao.org.



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Neighbors Terry Graham and Kristi Peterman show off Halloween decorations at Liberty Landing Cooperative in Liberty, Missouri. Residents collectively bought the mobile home community in 2021 from its longtime owner — a model more state lawmakers hope to emulate to preserve affordable housing. (Kevin Hardy/Stateline)

Rethinking mobile home parks

State lawmakers increasingly view manufactured homes as a key to easing the housing affordability crisis.

BY KEVIN HARDY
STATELINE

Over her 25 years living in a quiet suburban mobile home park, Kristi Peterman got to know the neighbors directly next door and a few across the street.

But since she and her neighbors collectively bought

the sprawling park just northeast of Kansas City, Missouri, from its longtime owner in 2021, she's gotten to know just about every resident.

"It's a community and not just a neighborhood," she said.

"A neighborhood is a group of houses or homes that are in proximity of each other. A community is something

entirely different."

Housing prices are soaring across the country, and the shortage of affordable housing is a primary concern for many people.

As the crisis continues, an increasing number of policymakers are championing laws that promote collective ownership like that of **Liberty Landing Cooperative**.

Manufactured homes, long

known as mobile homes, are widely viewed as the last bastion of affordable housing.

Millions of Americans own mobile homes but rent the ground beneath them.

And despite the “mobile” moniker, these factory-built homes are difficult and costly to move.

That makes owners of such homes particularly susceptible to rent hikes — especially as long-time communities get bought up by big investors.

Residents at Liberty Landing were “phenomenally lucky,” Peterman said.

The park’s longtime owner was looking to get out of the business and suggested the resident-owned model.

Working with a nonprofit organization, residents bought the park by securing a \$9.5 million loan — debt that is being repaid by monthly lot rents.

Though they hired a property

“

It’s a community and not just a neighborhood.”

— Kristi Peterman, who owns a mobile home in Liberty, Missouri

management firm, co-op board members, including Peterman, are now responsible for the finances and upkeep of the park.

Like a homeowners association, they ensure residents are maintaining their lawns and homes.

And the board evicts those who neglect their property or don’t make rent payments.

The co-op requires more work from residents, Peterman said, but assures they will control their own destiny.

“We really try hard not to have people come in with a renter’s mentality, because it’s a lot different than just going in somewhere and paying your rent,” she said.

“You’re an owner here.”

In 2024, the federal government made available \$225 million in

grants for improvements at mobile home communities, including those owned by residents, and announced plans to allow resident-owned parks to access federally insured financing to keep rents low or make improvements.

But park owners and a leading trade organization for manufactured homes and park owners question the actual benefits of resident ownership and have expressed concern over governments tipping the scales in favor of the model over private ownership.

States embrace resident ownership

Because they don’t own the land beneath their homes, mobile home residents are at the mercy of the park’s owners, who could raise

The banner features a dark background with blue topographic contour lines. On the left, there are logos for IAAO (International Association of Assessing Officers) and GPN (Geographic Professional Network), along with a QR code. The central text reads "GIS/VALUATION TECHNOLOGIES CONFERENCE 2025" in large, bold, white and yellow letters, with "MARCH 3 - 6 / COLUMBUS, OHIO" below it in white. On the right, there are two sets of coordinates: "50.1439635 30.7496623" and "50.1439056 30.7474853". A vertical blue bar on the far right contains the text "REGISTRATION NOW OPEN" in white, oriented vertically.

their rents or even shut down the park altogether as the land is redeveloped.

Currently, 12 private equity funds own more than 1,300 American mobile home communities, home to more than 250,000 lots, according to the **Private Equity Stakeholder Project**, a nonprofit watchdog group that tracks the impact of private equity investors.

It can cost thousands of dollars to move a manufactured home, and some older models are essentially considered immobile.

Without long-term land leases, that leaves many residents vulnerable, said Carolyn Carter, deputy director of the National Consumer Law Center.

“Residents in manufactured home communities, while they’re subject to a lot of the same abuses as apartment renters, they need even more protection,” she said.

Currently, 22 states have laws requiring or encouraging owners of manufactured home parks to give homeowners the opportunity to



A sign in the clubhouse at Liberty Landing Cooperative in Liberty, Missouri, touts the residents' collective 2021 purchase of the mobile home community from its longtime owner. (Kevin Hardy/Stateline)

purchase their land collectively.

Those laws can vary wildly, with some requiring that the residents be given the right of first refusal, while others simply require park owners to provide notice of their intent to sell.

“There’s lots of interest in the states,” Carter said. “More than

I’ve ever seen.”

In 2023, six states enacted or strengthened laws encouraging resident ownership, Carter said.

In 2024, Illinois passed legislation requiring community owners to give residents advanced notice of potential sales and an opportunity to purchase the park collectively.

Integrating CAMA and GIS for Parcel Management: Strategies and Tools



**Wednesday
January 22, 2025
Noon-1 p.m. CT**

This presentation aims to empower attendees with the knowledge and tools needed to embark on their own GIS and CAMA integration journey. By the end of the session, participants will be equipped to enhance their property assessment workflows, optimize decision-making processes, and leverage the full potential of GIS data for CAMA parcel creation and maintenance.

[REGISTER HERE](#)

Tyler Technologies is an IAAO Strategic Partner: For questions or information regarding strategic partnerships, please contact Leann Ritter at ritter@iaao.org.



In October, New Jersey Democratic Assemblyman David Bailey Jr. introduced a bill to strengthen the state's resident ownership law after visiting several mobile home communities.

"This model works. It has worked. It's extremely successful," Bailey said.

A bill passed in Maine last year requires park owners to give residents and the state 60 days' notice of a potential sale.

The owner also must disclose the sale price and give residents the option to make their own offer and "negotiate in good faith."

"For me, it was a matter of fairness and providing an option for people in that situation, so they don't lose their home," said Maine Democratic state Rep. Traci Gere, who sponsored the bill.

Residents in Brunswick, Maine, were the first to benefit from the new law. They paid \$26.3 million, raised through loans and grant money, to buy the Linnhaven Mobile Home Center, which has nearly 300 homes.

"It's an example to others — not only in Maine but across the country — that you can do this, and you can take control of your own futures," Gere said. "And it's such an empowering feeling for everybody."

But park owners have pushed back on some of these laws, which they argue can complicate sales.

Another mobile home community owner in Maine, for example, told *The New York Times* that the notification and negotiation process can drag out the sale, creating a "horrible, horrible experience."

And the industry doesn't necessarily agree that resident ownership is good for homeowners.

"In some cases, it could be beneficial to the residents, and there are other cases where a lot of problems can come from that," said Lesli Gooch, the chief executive officer of the Manufactured Housing Institute, a trade group that includes manufacturers, retailers and community owners.

She said cooperatively owned communities may not have the same resources available to pri-

vate owners to invest in long-term maintenance and infrastructure needs.

And many residents just don't want to be in the business of property management.

There are various structures of resident-owned communities involving assistance from nonprofits or government groups.

And homeowners may never see a financial return on the purchase of land.

"The residents need to make sure that they understand what they're getting into," Gooch said.

"And so, if there's legislation that puts the finger on the scale toward one form of ownership over another, we are concerned about that."

'The stigma is changing'

Manufactured homes face unique financing and land use challenges, not to mention growing concerns over their ability to withstand disasters in the face of climate change.

But many site-built homes face

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For questions or information regarding the program, please contact Leann Ritter at ritter@iaao.org

the same issues as those built in factories, said Arica Young, an associate director at the Lincoln Institute of Land Policy, a research organization that studies the issue.

“Given how critical our housing issue is, we need everything on the table,” she said.

On a square-foot basis, manufactured homes cost 45% less to build than site-built homes, according to Freddie Mac.

But many communities have resisted their use, either with outright bans or with more subtle regulations on design features such as roof pitch or windows that effectively keep out factory-built homes, Young said.

“A lot of the regulations, a lot of the unease around it, comes from stigma,” she said.

“That is the underlying problem that I think not a lot of people are willing to talk about.”

Local opposition has pushed some legislatures to step in.

In 2024, Maine and Maryland enacted laws allowing manufactured housing in any location that allows single-family homes.

And in New Hampshire, a bill was signed into law that requires municipalities to provide “reasonable and realistic” opportunities for new manufactured housing parks and blocks zoning codes that effectively bar housing parks.

“I think the stigma is changing, but slowly,” said Republican state Rep. Joe Alexander Jr., who sponsored the New Hampshire legislation.

Alexander views manufactured homes as a viable option for many young people who can’t afford to buy a site-built house.

Aside from their affordability, he said, manufactured homes are more energy-efficient than many other homes.

He hopes to bring a manufactured home to the statehouse lawn



New Hampshire Republican state Rep. Joe Alexander Jr.

in Concord in 2025 to show off their benefits.

“These units are a lot nicer than some of the old trailer park ideas from the past,” he said.

‘What’s the goal?’

In Massachusetts, mobile home park owner Tom Lennon came under fire for raising mobile home lot rent by nearly 150%.

In February, the monthly rent at his West Street Village Mobile Home Community in Ludlow rose from \$207 to \$503.06.

That move was sanctioned by the town’s mobile home rent review board — a decision being challenged in court.

Lennon, who owns eight mobile home communities, said that increase was needed because the previous owner was charging too little for too long — the park has seen only two rent hikes over the last five decades, he said.

That left the park poorly maintained, he said, with a backlog of costly upgrades needed.

Since his purchase, Lennon has paved roads, added fencing and installed new mailboxes, among

other improvements.

Lennon, who also sells mobile homes, said they offer big cost savings compared with other types of housing.

But residents in co-ops are not building long-term wealth on their investment in the land because they’re still paying rent on their lot, he said.

“What’s the goal for these people?” he said. “There isn’t one.”

Mike Bullard, vice president of communications at ROC USA, an organization that works with mobile home owners across the country, acknowledged that owners generally don’t buy their parks with hopes of a big financial return.

They do it to keep their rents affordable and ensure stability over the long term, he said.

The mobile home park in Missouri, for example, doesn’t expect residents to ever fully pay off its debt.

Rather, the co-op plans to refinance over time and draw on equity to fund needed infrastructure improvements.

ROC USA has helped create more than 330 resident-owned parks across the country.

Bullard said the organization generally helps communities secure a 10-year loan with a balloon payment toward the end.

The idea is that communities build a financial track record within a few years of conversion and can refinance in traditional lending markets.

“They have the equity, so they can pull some equity out and repave their roads or replace their septic systems,” he said.

“That’s a sound and smart approach.”

Stateline is part of [States Newsroom](#), the nation’s largest state-focused nonprofit news organization.

Election ballots cast and counted

IAAO members elect new representatives to the Board of Directors

Information about the next elections will be released in the spring. Interested candidates should look for updates on the IAAO website, in the *Assessing Info* newsletter, and in *Fair+Equitable* magazine.



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IAAO members approve bylaws changes

Members also approved changes to the IAAO bylaws that deal with life memberships, officers representing IAAO at meetings, adding language regarding directors representing interna-

tional jurisdictions, updating IAAO's role with The Appraisal Foundation, and establishing parliamentary authority through procedural rules rather than through bylaws

Call for EDUCATION SESSION PRESENTATIONS

IAAO is currently seeking conference proposals for the IAAO ANNUAL CONFERENCE to be held in Orlando, Florida from September 21-24, 2025 that reflect innovative, cutting-edge content that stimulates and provokes discussion and audience engagement, and facilitates knowledge transfer and development of new competencies. Submissions are welcome from both seasoned professionals and those new to the profession.

Submission
Deadline:
January 31,
2025

Topic areas are defined by the IAAO Body of Knowledge (BoK). The BoK is a framework for defining the key knowledge, skills, and subskills for the mass appraisal profession. Your submission should relate to one or more of these knowledge areas. Please do not feel limited to the topics listed. Practical Assessment Review (formerly called Back to Basics) sessions are requested. Inclusion of the latest in technology is encouraged.

Sessions that provide unique experiences are preferred. Post conference survey respondents request that presentations include: going green, natural disaster impact/response, leadership and management, GIS, AI, complex commercial property, special use property, and personal property.

Business Partners are encouraged to join their assessing clients in submitting presentations related to best practices. These presentations cannot be sales pitches or commercials.

Proposal Process & Selection Criteria ✨

PEER REVIEW:

Submissions are reviewed by the Conference Content Task Force appointed by the 2025 IAAO President and President-Elect.

EVALUATION:

All submissions are evaluated on each of the following criteria:

- ▶ Overall topic and how it relates to the assessment/appraisal profession
- ▶ A minimum of three learning objectives
- ▶ Program design/interactive learning elements
- ▶ Overall quality



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Dates to Know

CALL FOR PRESENTATIONS DEADLINE:

January 31, 2025

CONFERENCE INVITATIONS TO PRESENT:

April 30, 2025

FOR STATE CEU APPLICATIONS—ALL
PRESENTER BIOGRAPHIES & A TIMED
OUTLINE OF THE PRESENTATION DUE:

June 20, 2025

FINAL POWERPOINT PRESENTATION DUE:

August 21, 2025

CHECK IN:

30 minutes prior to the on-site session

Submission Areas

* Subjects with an asterisk will be given priority selection by the Task Force.



BOK 1. Working with the Legal Framework

This Knowledge Area includes skills related to the legal basis for assessment and valuation, reassessment and reappraisal cycles, property tax base, exemptions, and taxation.

- ▶ USPAP and the assessor
- ▶ Aligning office practices with statutes and rules
- ▶ Exemptions
- ▶ Capping and assessment/tax limitations
- ▶ Ownership transfers—wills and trusts
- ▶ Recent court decisions and legislative update
- ▶ Short term rentals legal impacts
- ▶ Highest & best use
- ▶ Legal implications of virtual inspections
- ▶ How to advocate with state legislators
- ▶ Case law research
- ▶ Unusual cases and appeals

BOK 2. Collecting and Maintaining Property Data

This Knowledge Area includes skills related to managing information necessary to the valuation of property, including ownership, transfers, identification, description, and related data management.

- ▶ Cap rate development
- ▶ Defining neighborhoods and market areas
- ▶ Value of physical inspections
- ▶ Collecting market rates
- ▶ How to encourage submission of data
- ▶ Paper to digital for property data
- ▶ Desk top review—harness the power of data resources
- ▶ Optimizing data collection & maintenance
- ▶ Mobile data collection
- ▶ Virtual Inspections
- ▶ Resources/tools for collecting market data & trends
- ▶ Using drones for gathering data
- ▶ Artificial intelligence*
- ▶ Complicated deed transfers
- ▶ Record keeping best practices

BOK 3. Developing and Managing Cadastral Data

This Knowledge Area identifies the skills required to effectively develop, manage, implement, and administer a robust Cadastral System, both digital and printed versions.

- ▶ The role of GIS in the assessment office
- ▶ Data analysis and modeling through mapping*
- ▶ Value added from GIS data
- ▶ Integrating GIS/CAMA/TAX
- ▶ 3-D modeling at the unit level
- ▶ Establishing quality control methods
- ▶ Utilizing GIS for data visualization*
- ▶ The role of GIS in property inspection
- ▶ Geospatial analysis

BOK 4. Appraising Property

This Knowledge Area includes skills related to discovering property, developing and reporting property value, mass appraisal and single property appraisal, using the three approaches to value, land valuation, and value reconciliation, while considering specific property types.

- ▶ Housing (affordable, subsidized, assisted living, mobile/manufactured, apartments, etc)
- ▶ Minerals—mining, drilling and fracking
- ▶ Valuing land in built-out communities
- ▶ Modeling
- ▶ AVM's, regression and statistical analysis
- ▶ Personal property (machinery & equipment, aircraft, leasehold improvements, etc)
- ▶ Telecommunications, cell towers, billboards, lease information
- ▶ Agriculture (farmland, hydroponic, crop rates, tourism, apiculture, aquaculture, cattle operations, row crops, etc)*
- ▶ Identify and analyze relevant general, economic and market data
- ▶ Investigating racial disparity
- ▶ Business enterprise value
- ▶ How contamination affects value*
- ▶ Power BI
- ▶ Condo Valuation
- ▶ Special use or complex properties*
 - Power plants
 - Marijuana facilities—growing, processing & dispensing
 - Warehouses and industrials
 - Data Warehouses
 - Water resources / water treatment plants
 - Breweries
 - Short term rentals—Airbnb, Bed & Breakfast
 - Fuel storage facilities
 - Parking structures
 - Pipelines
 - Manufactured home parks / RV parks
 - Amusement parks
 - Golf courses
 - Casinos

Submit proposals at
iaao.org/Orlando25



Submission Areas

* Subjects with an asterisk will be given priority selection by the Task Force.



BOK 5. Leading and Managing the Assessment Office

This Knowledge Area is concerned with assessment administration and includes skills related to leadership and management, such as planning, organizing, directing, and controlling.

- ▶ Effective communication skills
- ▶ Recruitment / Staffing / Employee Retention*
- ▶ De-escalation tactics
- ▶ Creating safe & inclusive workspace
- ▶ Designation programs
- ▶ Multi-generation integration
- ▶ Managing and influencing office culture
- ▶ Succession planning*
- ▶ Work / life balance
- ▶ Developing performance metrics
- ▶ Budgeting / financial best practices
- ▶ HR challenges in the assessment office
- ▶ Preparing for the next crisis
- ▶ Management best practices
- ▶ Developing leadership qualities
- ▶ Managing the remote workforce
- ▶ Staff training & development — available tools and resources
- ▶ Staff motivation and recognition
- ▶ Coaching and mentoring*
- ▶ Team culture*
- ▶ Neurodiversity*
- ▶ Change management
- ▶ AI in the office
- ▶ HR Challenges in the Assessor's Office
- ▶ Team Culture*

BOK 6. Managing Complaints and Appeals

This Knowledge Area is concerned with inquiries, complaints, and valuation/assessment appeals.

- ▶ Analyzing fee appraisals
- ▶ Dispute resolution
- ▶ Appeal litigation & strategy
- ▶ Defending value—single property vs mass appraisal
- ▶ Using depositions to your advantage
- ▶ Virtual / socially distanced hearings
- ▶ Expert witness tips and tricks
- ▶ Appeals evidence packets/documentation

BOK 7. Managing Public Relations and Communications

- ▶ This Knowledge Area focuses on communicating with the public, government stakeholders, and the media.
- ▶ Social media influences on the profession
- ▶ Social media best practices
- ▶ Disinformation
- ▶ Open access to public records (data transparency)
- ▶ Web-based interaction with property owners/self service website
- ▶ Effective data visualization
- ▶ Educate the public on the appeals process
- ▶ Diversity, equity and inclusion awareness and education
- ▶ How to communicate with your elected officials
- ▶ Communicating with other government agencies and partners
- ▶ Communication with the media
- ▶ Preparing annual reports
- ▶ Public appearances / interviews
- ▶ Townhalls / community meetings
- ▶ Public outreach
- ▶ Community advocacy / betterment
- ▶ Advocacy of the profession
- ▶ Communications in a virtual world
- ▶ Developing, evaluating or updating your public relations plan
- ▶ Public relations best practices

BOK 8. Oversight and Compliance Review

This Knowledge Area deals with the skills necessary for audit, oversight, and compliance reviews at a macro level (i.e., State/Province/National).

- ▶ Department of Revenue role in assessment—similarities / differences in various states
- ▶ Monitoring the performance of local assessors and property tax officials
- ▶ Setting standards and specifications
- ▶ Ratio studies
- ▶ Horizontal & vertical equity
- ▶ Auditing the assessor
- ▶ Oversight agencies and their role in the appeal process
- ▶ Advocating with the oversight agency
- ▶ Assessing and implementing legislative changes
- ▶ Addressing racial disparity issues
- ▶ **NEW:** Valuation Bias*

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Submission Areas

* Subjects with an asterisk will be given priority selection by the Task Force.



PRACTICAL ASSESSMENT REVIEW

(formerly called Back to Basics)

This knowledge area provides an intro to the skills and knowledge needed to grow as an assessor.

- ▶ Assessment Cycle
- ▶ Policies and Procedures
- ▶ Cost Approach Basics (building classification, construction quality, depreciation, interpreting cost manuals)
- ▶ Intro to Income Approach
- ▶ Sales Comparison (finding & selecting comparables (quality over quantity), determining adjustments from the market, subjective vs. objective judgements)
- ▶ Best Practices
- ▶ Intro to Unique Property Valuation

Going Green & Responding to Natural Disasters

This education track focuses on the intersection of sustainability, emerging technologies, and disaster response. Participants will explore innovative strategies for integrating green practices into urban planning, taxation, and resource management. The program emphasizes the importance of developing resilient communities through the application of renewable energy sources, green infrastructure, and adaptive policies.

- ▶ Emerging Technology
- ▶ Going Green in the Assessment Office
- ▶ Green Incentives in Taxation
- ▶ Green Infrastructure
- ▶ Solar, Wind, and Renewable
- ▶ Water Rights
- ▶ Impact and Response
- ▶ Developing Adjustments
- ▶ National and Global Events
- ▶ Zoning Regulations
- ▶ Special use properties
- ▶ Virtual Inspections

Presentations on other topics related to the BOK are also encouraged.

Submit proposals at
iaao.org/Orlando25



RULES OF Engagement

Submit presentations using the online form. Upon submitting a presentation, you will receive an automatic confirmation for your records. Remember to complete ALL fields within the online portal. All fields contain pertinent information for the selection of potential sessions. Failure to complete ALL fields may prevent your submission from being considered.

Submit a 2-3 minute video describing your presentation.

Limit to two submissions. IAAO is looking for diversity of thought. Presenters should be listed on no more than two submissions.

List the primary point of contact. The person submitting the proposal is considered the primary point of contact. This individual receives communications and is responsible for sharing information with any co-presenters. Provide the biography of this person at the time of submission.

List all presenters at the time of submission. Information needed will be name, professional designations, jurisdiction or company and email address. Biographical information will be requested after acceptance and per the timeline.

Limit to the number of presenters in each session. Each session has a limit of three presenters. Only three speaker discounts will be available per session.

Use clear, appropriate, error free language. Proposals require concise titles (limit of 12 words), a persuasive outcome-focused short description limited to 50 words (and suitable for publication), a longer description (limited to 200 words), three well thought out learning objectives, description of how attendees will be able to apply the information to their daily work, and a description on how you plan to engage the audience. IAAO may modify the titles and short descriptions for editing and marketing purposes.

Don't underestimate the importance of instructional flow/design. Adult learning theory suggests that the best learning environments are the ones that are collaborative and use a problem-based approach. For example, what is the problem you are addressing? What solutions will you provide? What skills are needed?

Register for the conference. Presenter registration discounts may be available for up to THREE PRESENTERS per submission. If a presenter plans to participate only in his or her own session, registration costs may be waived. Scholarships may be available. Information will be available on the IAAO website. Funds are limited. Scholarship applicants should apply in early 2025. Other potential discounts to registration (e.g. exhibitor) take precedence.

Submit a final presentation. Presenters are expected to submit a slide (PowerPoint) presentation using the 2025 IAAO Slide Template.

Participate in available presenter training. IAAO's Speaker PREP video series can be viewed at iaao.org/speakerprep



GIS/Val Tech Conference set for March in Ohio

Registration is now open for the 2025 GIS/Valuation Technologies Conference, which will take place March 3-6 at the **Hilton Columbus Downtown** in Columbus, Ohio.

The **GIS/Valuation Technologies Conference** for professionals in property assessment, tax administration, mapping, and information technology has been a favor-

ite annual event for assessors and GIS professionals who use technology to make property assessment and tax administration more accurate and efficient.

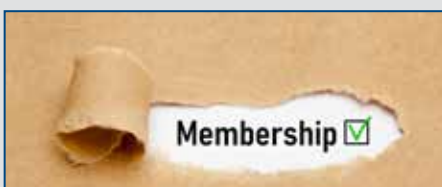
Attend this conference, co-hosted by GPN (formerly known as URISA) and IAAO, to discuss the importance of data and the analysis of location information for better decision-making.

The conference will feature an abundance of educational sessions, panel discussions, and opportunities to connect with partners and fellow attendees.

Register [online here](#).

The conference features keynote speakers, training, workshops, breakout sessions, sponsorship opportunities, and an exhibition.

Membership renewals underway; deadline is Dec. 31



IAAO membership renewals for 2025 are underway.

The deadline for is Dec. 31.

Members can [renew online](#) or use the invoice recently emailed to members whose dues are not

billed to their firm.

IAAO membership dues are based on the calendar year, running from Jan. 1 to Dec. 31.

The grace period for past-due members will end on Feb. 28.



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The Idaho State Capitol building in Boise

45 years of property tax limits in Idaho: Thoughtful design or political expediency?

BY ALAN S. DORNFEIST, AAS, FIAAO;
AND JEFF C. MIDDLETON

An article in the August/September issue of *Fair+Equitable* magazine highlighted ballot measures aimed at curtailing property taxes in several states.

While the article was illustrated with a photo of a water tower in Meridian, Idaho, there were no measures to limit property taxes on the ballot in 2024.

But in the past, there have been numerous voter or legislative actions to limit Idaho taxing districts' property tax revenue.

Indeed, some of these affected Meridian as well as virtually all of Idaho's 1,000 or so taxing districts.

Sometimes limits are inspired or conceived in the public domain, with one of the most famous being Proposition 13 in California, which voters in the state passed in 1978.

It almost immediately imposed strict overall tax and assessment limits.

Often, however, limits result from long-term legislative tinkering and fine-tuning of property tax systems. In the words of Frederick Stocker, a prominent property tax pundit, written a few years after

Prop 13's passage, this tinkering has resulted in a tax that in most states today:

"... resembles a structure designed by a mad architect, erected on a shaky foundation by an incompetent builder, and made worse by the well-intentioned repair work of hordes of amateur tinkerers."

In Idaho, restrictions have always taken the form of limiting taxing district property tax revenue or increases in that revenue.

Notably, there have not been assessed value increase limits. We will focus on the history and effects of property tax revenue limits

in Idaho (commonly known as levy limits) as they were conceived and evolved from the pre-1980 period to the present day.

The early years: before 1980

Before 1980, the only limits on property tax budgets of taxing districts were tied to levy rate limits, of which there were hundreds prescribed statutorily.

So the system was entirely “rate-driven,” meaning that as assessed values increased, property tax revenue of taxing districts tended to increase at the same rate, about 10.4% per year from 1970 to 1978.

The 1% initiative years: 1978-1981

In 1978, voters in Idaho approved an initiative (Proposition 1), that was essentially a duplicate of California’s Proposition 13, with one important distinction.

In California, Prop 13 amended the constitution. In Idaho, the initiative passed the equivalent of a new law, which was designed to lower property taxes to no more than 1% of any property’s market value. However, the new law could be amended by the Legislature, just like any other law.

Initial analysis showed that taxing districts on average would have lost 11% of their property tax revenue upon implementation. This was deemed unacceptable, especially since the losses could have been upwards of 20% in some cases.

In response to the magnitude of potential losses and to issues related to imposing a cap on the taxes of a property that might be in several taxing jurisdictions, the Legislature delayed implementation of the overall 1% tax limit.

Instead, taxing district property

Table 1. Property tax budget restrictions 1981-1991 (non-school taxing districts)

Beginning of Period	Statute / Legislation	Budget Restriction
1981	IC §63-2220 (IC §33-802 for school districts) / House Bill 389	5% annual growth plus allowance for 50% of valuation growth; School districts limited to budget based on .004 multiplied by school district taxable value
1983	IC §63-2220 / House Bill 306	Valuation growth allowance changed to 80%
1986	IC §63-2220 / House Bill 754	Valuation growth allowance changed to 100%
1988	IC §63-2220 / House Bill 448	Highway district not levying in immediate prior year could levy one-quarter of statutory rate-based allowance
1989	IC §63-2220 / House Bill 123	Districts not increasing budget could reserve two-thirds of allowable increase for future budget increase
1991	IC §63-2220 repealed – replaced by IC §63-2224 & 2225/ House Bill 366	Districts increasing levy rates were required to take out special “Truth in Taxation” ads (effective 1992)

tax budgets were frozen in 1979 and 1980.

The key provision of the enacting legislation delayed implementation of the 1% limit until 1980, deferring instead to the freeze.

Then, in 1980, legislation further amended the 1% limit provision by adding the words: “*Except as provided in section 63-2220, Idaho Code ...*”

This new section of law froze taxing district budgets for a second year, with an exception to allow districts a 4% increase, provided no property within the district was paying over 1% based on the sum of all district levies affecting any given property.

This requirement was almost impossible to meet because of the complex nature of overlapping taxing districts, creating thousands of different tax rate areas (known as tax code areas).

Importantly, however, the Legislature had set the stage for bypassing the 1% overall tax rate limit. Finally, in 1981, this set of laws was further amended to allow 5% annual increases in the property tax portion of taxing district budgets.

These increases were to be allowed irrespective of whether combinations of districts ended up

with levy rates exceeding 1% of the taxable value of any property.

At this point, effectively, the main tax feature of the voter-approved initiative had been gutted. Nevertheless, property taxes grew only 3.4% from 1980 to 1981.

The 5% annual budget growth limit: 1981-1991

The next major time frame was the period of 1981-1991, during which general taxing district property tax budgets could increase up to 5% per year, plus varying allowances for new construction and annexation.

The major provisions in effect during this period are outlined in table 1. These provisions restricted most general taxing district property tax budgets but, notably, excluded most school district levies, many of which were special voter-approved levies.

This meant that about 43% of total property taxes were *not* subject to the 5% annual growth provision but were instead governed by amounts stated in elections or other statutory provisions.

Further, 25% of total property taxes were determined using a

Figure 1. "Truth in Taxation" demonstration ad

"NOTICE OF TAX INCREASE"

The Case Study 1 has proposed to increase its annual budget by an amount of ad valorem tax revenues that exceeds one hundred five percent (105%) of the ad valorem tax revenues certified for its annual budget during the previous year by 1.59 percent or its ad valorem property tax rate by 0 percent which will increase its property tax revenue by 6.67 percent.
The following schedule is an estimate of what this change may mean to a taxpayer:

	Last year's taxable value	This year's estimated taxable value	Last year's actual taxes	This year's estimated taxes
For a typical home of \$50,000 taxable value last year	50,000	55,000	500	550
For a typical farm of \$100,000 taxable value last year	100,000	100,000	1,000	1,000
For a typical business of \$200,000 taxable value last year.	200,000	220,000	2,000	2,200

All citizens are invited to attend a public hearing on the increased budget request or increased tax rates (at: time and place)

CAUTION TO TAXPAYER: The amounts shown in this schedule do NOT reflect tax charges that are made because of voter approved bond levies, override levies, supplemental levies, or levies applicable to newly annexed property, or levies applicable to newly created taxing districts.*

rate-based formula that pertained to part of the school levy.

'Truth in Taxation': 1992-1994

Beginning in 1992, the 5% annual budget increase limit was eliminated in favor of a program known as "Truth in Taxation."

Under this program, taxing

districts were free to increase property tax budgets up to typically generous statutory rate limits. However, if the increase caused the levy rate to rise or after the first year represented more than a 5% increase in the property tax portion of the budget, a one-quarter page newspaper ad with a one-quarter inch border (as illustrated in figure 1) had to be published, showing

the estimated tax effects on typical properties and the requested percent change in property tax revenue.

In practice, taxing districts struggled with the information needed in these ads, which, due to their size, were often expensive, especially in comparison to the budgets of smaller taxing districts.

Regardless, taxing districts could, and some did, raise their property tax budgets almost without limit (note the high percentage increase shown in table 2), and this proved politically unsustainable.

The 3% annual budget cap: 1995 to the present

Almost immediately upon taking office in 1995, Gov. Phil Batt proposed eliminating the "Truth in Taxation" regimen, imposing a more absolute 3% annual taxing district budget increase cap.

Recognizing concerns from fast-growing areas, allowances were made for exceeding this cap if there were new construction or annexation.

The school district rate-based levy was cut back by one-fourth, but it was still large and unin-

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dered by the 3% cap. Because of the rate cut, school property taxes decreased 2.9% in 1995 but rebounded and were up 8.7% the next year.

The imposition of the law limiting annual property tax budget increases to 3% led to a period of relative statutory stability, if not greater understanding of the way the system worked.

Many taxpayers, for example, interpreted this provision as a limitation on their individual taxes and were disturbed when their taxes increased more for the seemingly incomprehensible reason of faster growth in their property's taxable value in comparison to other properties.

This has been especially true with respect to homes because home value increases far outpaced growth in other sectors, with the proportion of all Idaho property taxes paid by homes increasing from 29.2% in 1995 to 45.3% in 2020.

Fast forwarding to 2021, legislation for the first time put an overall cap on taxing district property tax budget increases, limiting those to 8% even if there were enough new construction and annexation within a district to support higher increases.

This has proven restrictive in the case of a few fast-growing, generally smaller, communities in the state.

However, measurable effects are vanishingly small, with potential property tax budgets reduced only 0.025% due to the 8% cap. In fact, to date, there has been no discernible difference in the rate of growth of property tax budgets due to this cap.

School property taxes – elimination of general levies: 2006 to present

After the elimination of one-fourth of the rate-based general school levy in 1995, the remaining school general levy continued until it was eliminated in 2006.

In 1995, the general school levy

Figure 2. Idaho school district supplemental levies

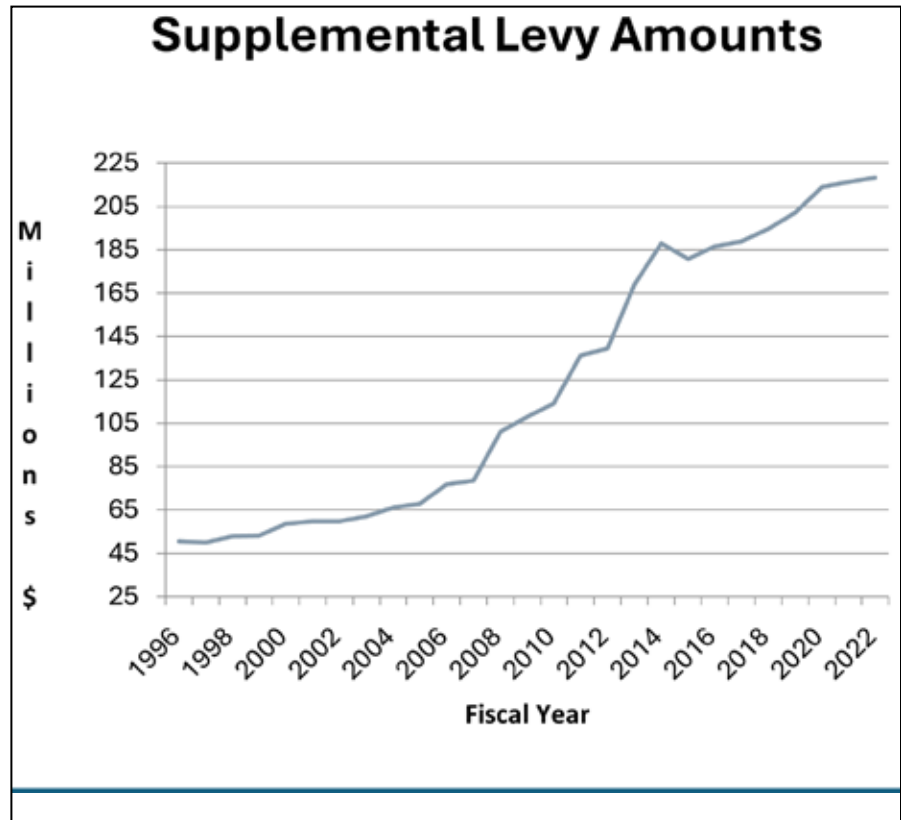


Table 2. Rate of Change of Property Tax Budgets Associated with Limitations

Period	Limitation (General Description)	Average Per Year Rate of Property Tax Change
1970-1978	No budget increase limit; rate-based system	+ 10.4%
1978-1980	Budgets frozen; legislative school tax relief provided	- 0.4%
1980-1991	5% budget increase limit	+ 4.8%
1991-1994	"Truth in Taxation"	+ 14.6%
1994-2005	3% cap on increases; one-fourth of school general levy provided by state (cut property tax to this extent)	+ 7.4%
2005-2006	Remaining school general levy removed and replaced with state funds	- 11.4%
2006-2022	3% cap on increases	+ 3.3%
2022-2023	3% cap on increases; Significant state aid applied to reduce property taxes and remaining school levies (voter-approved)	- 0.9%

accounted for 23.1% of total property taxes. This proportion barely moved through 2005, when it was 23.6% of total property taxes.

In 2006, during a special legislative session called for that purpose, schools lost most of the ability to have general levies without special elections for bonds, supplemental levies, and a few miscellaneous levies.

One large school district had its general levy authority reduced but retained a significant rate-based levy that even in 2023 constituted 5.3% of all property taxes state-wide.

Beginning during an economic downturn and continuing after recovery, there have times when state funding was deemed insufficient.

At those times, schools went to

their voters, who approved record amounts of supplemental levies, as shown in figure 2.

These special levies increased an average of 6.3% per year from 2005 to 2022.

For comparison, levies of all other taxing districts increased an average of 4.8% per year over the same period.

Conclusions

The rate of change in overall property taxes levied is shown in table 2 in relation to the different periods reflecting varying property tax limits.

The overarching question is whether Idaho property tax limits worked as intended.

Based on the larger increases during the “Truth in Taxation” years, it appears they did curtail potential increases in taxing district property tax revenue.

The cost of this curtailment has been vastly increasing administrative complexity, especially hard on small taxing districts with part-time staff.

Few taxing districts were actually constrained by the 8% cap that the Legislature implemented in 2021.

Those that were affected were generally smaller jurisdictions that had been experiencing significant growth.

On the other hand, the city of Meridian, for example, is one of Idaho’s largest and fastest growing cities. Its relatively large property tax budget was not reduced by this 8% cap.

Despite few actual budget capacity reductions, this particular limit worsened the fears and concerns of local officials and administrators as they have struggled to understand and work within an increasingly complex property tax system.

This analysis presents the taxing district side of property tax limitations.

We alluded earlier to an alternate side — that of homeowners — by noting the growth in the propor-

Table 3. Long-term tax shifting from commercial to primary residential property

Category of Property	1994		2022		Average Per Year Increase in Taxes
	Property Tax (\$ Millions)	Property Tax (% of All property tax)	Property Tax (\$ Millions)	Property Tax (% of All property tax)	
Primary Residential	185.8	28.5	1,112.9	51.0	6.6
Commercial	202.2	31.0	441.5	20.2	2.8



Alan S. Dornfest, AAS, FIAAO, left, is property tax policy bureau chief with the Idaho State Tax Commission, and Jeff C. Middleton is education director, Property Tax Division with the Idaho State Tax Commission.

tion of taxes paid by that sector.

That sector represents the group promoting or believed to be the recipients of lower taxes presumed to result from revenue limits.

Cracks in the applicability of this assertion occurred early, with homeowners promoting and voters passing a 1982 initiative imposing a partial homeowner’s exemption that could be up to 50% of the market value of a home used as a primary residence.

Table 3 shows how residential property taxes changed from 1994 through 2022, even given the limits we’ve described and the homeowner’s exemption.

As an afterthought, two years after passing the 8% overall property tax budget increase limit, the Legislature apparently agreed that revenue limits were not sufficiently addressing homeowners concerns and passed more direct tax relief in the form of credits that mostly

benefited homeowners and in the form of property tax replacement to lower remaining school levies.

Rather than being swayed by the long-term tax shifting pattern demonstrated in table 3, the driving force for immediate relief was an unprecedented 54% increase in the assessed value of homes between 2021 and 2022.

This resulted in an 11.5% tax increase on homes that year alone coupled with a 10% tax decrease on commercial property despite 22.5% value growth in that sector.

The fact that overall property taxes increased only 3.3% was completely lost in this environment.

The one-year tax shifting was real and palpable and motivated direct tax credit legislation, as opposed to additional taxing district property tax budget limitations, which had not produced the desired effect.



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Short Term Rentals and the Commercialization of Residential Real Estate

Presented by: Melissa Baer, CAE
and Edie McCarthy, FIAAO
May 21, 2025 • Noon - 1:30 pm CT

Mastering the Culture of Accountability and Productivity: Empowering Production and Project-Based Teams

Presented by: Nathan Langdon and Phillip Leveille
June 18, 2025 • Noon - 1:30 pm CT

Little County, Big Dreams Through Technology

Presented by: Jonathan Beck,
AAS and Nathan Ray
July 16, 2025 • Noon - 1:30 pm CT

Conference Know Before You Go (FREE)

August 20, 2025 • Noon - 1:30 pm CT
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Can artificial intelligence enhance your appraisal intelligence?

BY JOHN VALENTE

AI is ubiquitous. It's a seismic event radiating over our profession much like the advent of CAMA systems in the 1980s.

For years, valuation modelers have used time-tested recipes and data ingredients to create the perfect valuation soup for reassessments.

But are there better recipes to produce fair and equitable assessments that more accurately reflect the motivations and decisions of the current real estate consumer?

And are there faster ways of

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developing models and validating sales?

AI uses validated sales, and through the employment of big

data brings us variables we would rarely think of.

In addition, AI creates new valuation recipes at breakneck speed — power that would astonish Einstein — but is it a power we are ready to summon for reassessments?

Before summoning a new power such as AI in our profession, I believe we need to think of four axioms:

- *Never summon a power you cannot see*
- *Never summon a power you cannot understand*
- *Never summon a power you cannot explain*

• *Never summon a power you cannot control*

How is AI valuation different than traditional modeling such as built-up cost, comparable sales, or MRA?

Unlike traditional modeling which is based on the recipes of an expert using localized static data, AI valuation is the creation of valuation models driven by data using far ranging fluid data.

In essence, AI valuation is an appraisal soup created not by a recipe but by the data. It really could easily be called “data soup.”

And as new data is added to the soup, the model or algorithms change to adapt to the new ingredients.

One of the critical benefits of using AI is the inclusion of hedonic

data such as distance to schools, retail buildings, highways, walking trails etc.

Before the data is added, AI requires the teaching of a goal that the algorithm will attempt to attain, such as IAAO performance standards.

After teaching the IAAO standards, all kinds of data are added to the soup to create many algorithms running in an iterative process which results in an appraised value.

It's important to understand that the current level of AI development in any industry is not really intelligence, but a simulation of human thought process.

Currently, it's trained to copy or mimic our thinking process. It is not thinking on its own.

There is, however, some recent

development in reinforcement learning (RL) [Open AI o1 model] where AI self teaches without human training to come up with solutions to such things as games.

For now, though, in our industry, we are primarily using adaptive AI (AAI) to do valuation. In this circumstance, adaptive AI (AAI) changes its algorithms and solutions based on new data to improve its decision making to meet IAAO standards.

In addition, we are also beginning to use generative AI (GAI) and deep learning (DL) to do image detection for data collection and to judge quality grade and condition.

Can we see the algorithms, understand them, explain them or control them? The algorithms are largely hidden in a black box.

We see the appraised value, the



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comparable sales, and perhaps even the adjustments, but we do not know the details of the algorithm which produced the value, comparable sales or adjustments.

So, in essence, we cannot see it, fully understand it, or explain it. We can, however, control it by stopping the iterative process, adding new data or teaching new goals.

IAAO has provided assessors guidance about using AI or automated valuation models (AVMs) in two key documents:

- “A Review of the Methods, Applications and Challenges of Adopting Artificial Intelligence in the Property Assessment Office” – IAAO’s Journal of Property Tax Assessment & Administration, Volume 19, Issue 1, 2022
- “The Standard on Automated Valuation Models (AVMs)” IAAO 2018

Both of these documents stress the importance of the involvement of the assessor to review and monitor the AI models.

In addition, they emphasize the need for transparency and documentation when using AI valuation.

In a recent conversation, Richard Borst, Ph.D. (senior research scientist for Tyler Technologies) said, “It’s not an appraisal unless its transparent.”

How well does AI work?

I recently tested the efficacy of adaptive AI (AAI) valuation modeling against traditional modeling in three communities in New England: Portland, Maine; Windsor Locks, Connecticut; and Wethersfield, Connecticut.

Windsor Locks and Wethersfield are more homogeneous in housing stock styles, price range, age, quality grade, and condition than Portland.

AI won the speed test against traditional modeling by valuing 40,000 single family homes in one hour, or 667 properties per minute.

The traditional modeler took about five weeks, or three properties/minute.

“

Will we all be replaced by AI? No. CAMA did not replace us. We will always be needed to review, research, and monitor the assessments we establish.

In all cases, traditional modeling and AI met all IAAO statistics tests for assessment sales ratio (ASR), coefficient of dispersion (COD), and price related differential (PRD).

The AI models had the lowest CODs compared to traditional modeling. AI did fail some price related bias (PRB) tests, indicating a problem with regressivity.

AI was also slightly less proficient in the heterogeneous community of Portland versus the two homogeneous communities.

In addition to the AI valuation testing, I tested the ability of generative AI (GAI) image detection of story height, style of home, quality grade, and condition against human judgement in Portland.

In general, AI image detection was roughly 70% accurate on story height and style when compared to human judgement. And it was roughly 85% accurate when compared to human judgement of quality grade and condition.

Clearly more image training needs to occur to refine generative AI image detection for our profession.

Although it needs characteristic refinement, its image and judgement detection speed far surpassed traditional human judgement by 435%.

Does it enhance our profession? Absolutely.

Should we summon its power?

I think eight issues need to be addressed before we fully summon its power. We need to:

1. *Conduct additional case studies to determine its accuracy, validity, and reliability.*
2. *Increase assessor education regarding using AI for valuation and image detection.*

3. *Continue adaptive AI (AAI) training to reduce regressivity.*

4. *Continue generative (GAI) training to improve characteristic accuracy and image judgement.*

5. *Continue testing the efficacy of using hedonic data in valuation modeling.*

6. *Develop documentation for increased transparency.*

7. *Create professional guardrails and government policies on the use of AI in assessment.*

8. *Be brave and experiment with it.*

Will we all be replaced by AI? No. CAMA did not replace us. We will always be needed to review, research, and monitor the assessments we establish.

I encourage you to explore and test this seismic tool.

It’s not quite ready to completely produce final values, do data collection and appraisal judgement, but it is ready to enhance your appraisal intelligence.

So together let’s create a new data soup with AI to create more accurate, equitable, and fair assessments.



JOHN VALENTE is the northeast regional manager of Tyler Technologies.

► This article was based on an IAAO thought leader presentation entitled “How Can I Enhance My Appraisal Intelligence With Artificial Intelligence” delivered by John Valente on Aug. 27, 2024. A summary of the presentation along with the case study statistics and a survey regarding how assessors feel about AI can be found on his [LinkedIn page](#).



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IAAO accepting topics for research grant

IAAO is now accepting research topics submissions for the 2025 Richard Almy Research Grant Program.

IAAO members, along with students and faculty, are eligible to submit proposals. The program provides financial support for IAAO members, students, and faculty to complete research in areas related to property appraisal, assessment administration, and property tax policy. The deadline to apply for 2025 is Jan. 31, 2025.

Funding for each approved project will be between \$2,500 and \$5,000. Grants are awarded for one year.

All IAAO members, graduate/postgraduate students and faculty at accredited colleges/universities are eligible to apply. Both international and domestic students are eligible, but the report must be in English.

Apply [here](#).



ASSESSORS' CENTER OF EXCELLENCE

MAINTAIN YOUR PROFESSIONAL DESIGNATION

DID YOU KNOW TWO DIFFERENT NATIONAL USPAP UPDATES ARE REQUIRED TO RECERTIFY?*

Content changes every two years so if it's been that long since you took the course, plan now to take it in 2025.

2025 WORKSHOP DATES

March 26
 June 17
 September 16
 December 15

IAAO Workshop 191 is a National 7-hour USPAP Update offered for continuing education for licensure and certification by The Appraisal Foundation.

** Except CMS; or equivalent in Canada*

REGISTRATIONS OPENS SOON AT learn.iaao.org

Learn more at www.iaao.org/designations/candidacy-faq

New Designees

AAS

ASSESSMENT ADMINISTRATION SPECIALIST

LAURA M. FALLON, RES, AAS, earned the Assessment Administration Specialist designation. She is the assistant real estate assessments manager with Prince William County, Virginia. She's been in the profession for 20 years.

CHARLES DELMA HODGE, AAS, earned the Assessment Administration Specialist designation. He is appraiser 2 with Fairfax County, Virginia. He's been in the profession for 23 years and holds a Bachelor of Arts degree from Radford University in Radford, Virginia.



JULIE A. LEE, AAS, earned the Assessment Administration Specialist designation. She is an appraiser II with the city of Suffolk, Virginia. She's been in the profession for four years.

MELISSA L. LIMOGES, RES, AAS, earned the Assessment Administration Specialist designation. She is property appraiser II with the Mobile County (Alabama) Revenue Commission. She's been in the profession for 10 years.



WYNTA LOUGHREY, RES, AAS, earned the Assessment Administration Specialist designation. She is commercial valuation manager with the Sarasota County (Florida) Property Appraiser's Office. She's been in the profession 26 years.

JESSICA MILLER, AAS, earned the Assessment Administration Specialist designation. She is director of operations with the Williamson Central Appraisal District in Texas. She's been in the profession for six years and holds a Bachelor of Arts degree from Texas State University in San Marcos.



MICHELLE MILTON, AAS, earned the Assessment Administration Specialist designation. She is an analytic appraiser with Maricopa County, Arizona. She's been in the profession for 22 years.



VERNICE C. PARHAM, AAS, earned the Assessment Administration Specialist designation. She is appraiser II with the city of Suffolk, Virginia, Real Estate Assessor's Office. She's been in the profession for 10 years and holds a Bachelor of Science degree from Norfolk State University in Norfolk, Virginia.



KIM SEITER, AAS, earned the Assessment Administration Specialist designation. She is an appraiser trainer with Maricopa County, Arizona. She's been in the profession for seven years and holds a Bachelor of Arts degree from Albion College in Albion, Michigan.

ROBERT WHITE, AAS, earned the Assessment Administration Specialist designation. He is appraiser II with Fairfax County, Virginia. He's been in the profession for 11 years and holds a Bachelor of Arts degree from the University of Nebraska in Lincoln.

CAE

CERTIFIED ASSESSMENT EVALUATOR

THOMAS WOLFGANG FERSTL, CAE, earned the Certified Assessment Evaluator designation. He is commercial division manager with the Pulaski County (Arkansas) Assessor's Office. He's been in the profession for 10 years and holds a Master of Business Administration degree from DePaul University in Chicago.



SETH M. LATTIMORE, CAE, earned the Certified Assessment Evaluator designation. He is an assessor with Precise Tax Assessment LLC. He's been in the profession for 12 years.

CMS

CADASTRAL MAPPING SPECIALIST



MATTHEW RYAN HILL, CMS, earned the Cadastral Mapping Specialist designation. He is the GIS supervisor with the Tennessee Comptroller of the Treasury. He's been in the profession for 20 years and holds a Bachelor of Science degree from Middle Tennessee State University in Murfreesboro.



MICHAEL S. MIXON, CMS, earned the Cadastral Mapping Specialist designation. He is GIS analyst with the Tennessee Comptroller of the Treasury Division of Property Assessments. He's been in the profession for nine years and holds a Master of Science degree in GIS from Middle Tennessee State University in Murfreesboro.

PPS

RESIDENTIAL EVALUATION SPECIALIST

LAN AN, PPS, earned the Personal Property Specialist designation. She is an appraiser with the Harris Central Appraisal District, Texas. She's been in the profession for 12 years.

MATTHEW CHAIKEN, AAS, PPS, earned the Personal Property Specialist designation. He is the commercial manager with the Broward County (Florida) Property Appraiser's Office. He's been in the profession for 17 years and holds a degree in finance from Florida Atlantic University in Boca Raton.

BLAKE PAUL SAMOHEYL, PPS, earned the Personal Property Specialist designation. He is a testifying appraiser with the Harris Central Appraisal District, Texas. He's been in the profession for 14 years and holds a Bachelors in Business Administration degree from the University of Houston Downtown.



TIMOTHY THIEN-ANH TRAN, PPS, earned the Personal Property Specialist designation. He is a research associate in the Review Appraisal Department with the Harris Central Appraisal District, Texas. He's been in the profession for nine years.



KAREN SAN TRANG, PPS, earned the Personal Property Specialist designation. She is an appraiser IV with the Harris Central Appraisal District, Texas. She's been in the profession for nine years and holds a Bachelor of Science degree from the University of Houston.

RES

RESIDENTIAL EVALUATION SPECIALIST



GANJANAPORN LUTHER, Ph.D., CAE, RES, earned the Residential Evaluation Specialist designation. She is compliance coordinator with the Bexar Appraisal District, Texas. She holds a Ph.D. in organizational leadership from the University of the Incarnate Word in San Antonio, Texas.

IAAO thanks Netherlands Council of Real Estate Assessment for hosting December board meeting

The IAAO Board of Directors had its first-ever board meeting in Europe in early December, hosted by the Netherlands Council of Real Estate Assessment.

“On behalf of IAAO, I would like to thank the council for hosting the board at their offices in The Hague,” said 2024 **President Rebecca Malmquist**, CAE.

“Our friends in the Netherlands helped set up the first IAAO chapter in Europe and with the recent addition of the Southeast Europe Chapter of IAAO, we now have two chapters in Europe.”

Linda Hennink, Secretary-Director of The Netherlands Council for Real Estate Assessment (pictured on left), welcomed the IAAO Board of Directors to The Hague for two days of meetings, and Malmquist thanked her for hosting the IAAO board at their offices.

The board meeting took place following the International Research Symposium in Amsterdam. More than 80 people attended the two day event, focused on Assessment Innovation & Collaboration with a Focus on AI.



APPRAISAL FACILITATOR

COBB COUNTY BOARD OF TAX ASSESSORS

MARIETTA, GEORGIA

The purpose of this classification is to facilitate the operations of and assigned division; incumbents are assigned to oversee one of three divisions: Residential Property, Commercial, or Personal Property.

ESSENTIAL FUNCTIONS

Facilitates the property appraisal processes for the Tax Assessor's Office, in collaboration with the Personal Property and Residential Property appraisal teams.

Organizes, prioritizes, and assigns work:

Prioritizes and schedules work activities in order to meet objectives; ensures that subordinates have the proper resources needed to complete the assigned work; monitors status of work in progress and inspects completed work; consults with assigned staff to assist with complex/problem situations and provide technical expertise; provides progress and activity reports to management; and assists with the revision of procedure manuals as appropriate.

Assists with more complex appraisals:

Ensures appraisals are at fair market value according to standards established by the Georgia Department of Revenue; and applies complex statistical analysis and advanced appraiser judgement.

Assists property owners, attorneys, tax representatives, governing authorities, and the general public with tax-related matters:

Provides information and answers questions regarding appraisal methodology, appeals process, parcel ownership, parcel mapping, land characteristics, physical improvement data, and current or historical valuation.

Assists in responding to formal appeals related to property valuations:

Provides information and documentation; verifies records; conducts additional research and field reviews; attends meetings,



conferences, hearings, and courts as needed to testify regarding valuation processes and procedures. Performs other related duties as assigned.

JOB REQUIREMENTS

MINIMUM QUALIFICATIONS

Bachelor's degree in accounting, finance, public administration, or related field required; supplemented by three years of experience in assessing and appraising property; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job.

LICENSES AND CERTIFICATIONS

Must possess and maintain a valid driver's license; must possess and maintain an Appraiser IV certification or equivalent state certification/license in the field of appraisal.

PHYSICAL ABILITIES

Tasks require the ability to exert moderate, though not constant physical effort, typically involving some combination of climbing and balancing, stooping, kneel-

ing, crouching, crawling, and prolonged standing, and which may involve some lifting, carrying, pushing and/or pulling of objects and materials of moderate weight (12-20 pounds).

SENSORY REQUIREMENTS

Some tasks require the ability to perceive and discriminate colors or shades of colors, odor, depth, and texture. Some tasks require the ability to communicate orally.

ENVIRONMENTAL FACTORS

Performance of essential functions may require exposure to adverse environmental conditions, such as dirt, dust, pollen, odors, wetness, humidity, rain, animal/wildlife attacks, or rude/irate customers.

APPLY FOR THIS JOB

Phone: 770-528-2541

[Apply here](#)

Have you ever wondered where the articles for **FAIR+EQUITABLE** come from?

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IAAO members contribute over 50% of cover stories for F+E.

Would you be interested in writing a cover or interior article for *F+E*? We have openings for two articles on assessment or management topics in each issue. Please submit your article ideas to Keith Robison at robison@iaao.org.



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By the numbers ...

INTERNATIONAL ASSOCIATION OF ASSESSING OFFICERS AND SUBSIDIARY

CONSOLIDATED STATEMENT OF FINANCIAL POSITION December 31, 2023

(With comparative totals as of December 31, 2022)

ASSETS

	<u>2023</u>	<u>2022</u>
Cash and Cash Equivalents	\$ 2,514,065	\$ 3,327,101
Certificates of Deposit, at cost	1,260,940	212,878
Investments	5,274,568	4,534,859
Accounts Receivable, net	230,169	293,291
Grant Receivable	-	155,512
Inventory	6,396	8,985
Prepaid Expenses and Deposits	227,624	147,264
Right-of-Use Asset - Financing Lease, net	47,476	75,961
Property and Equipment:		
Land	276,400	276,400
Building and improvements	1,871,161	1,860,921
Furniture, fixtures, and equipment	861,642	841,879
	<u>3,009,203</u>	<u>2,979,200</u>
Less accumulated depreciation	<u>(1,922,127)</u>	<u>(1,798,779)</u>
Total Property and Equipment, net	1,087,076	1,180,421
Intangibles, net	<u>168,451</u>	<u>30,106</u>
Total Assets	<u>\$ 10,816,765</u>	<u>\$ 9,966,378</u>

LIABILITIES AND NET ASSETS

Liabilities:		
Accounts payable	\$ 205,565	\$ 199,827
Accrued liabilities	129,996	164,951
Deferred revenue	1,324,886	1,487,562
Lease liability	49,835	77,812
Total Liabilities	<u>1,710,282</u>	<u>1,930,152</u>
Net Assets:		
Net assets without donor restrictions	8,770,248	7,721,228
Net assets with donor restrictions	336,235	314,998
Total Net Assets	<u>9,106,483</u>	<u>8,036,226</u>
Total Liabilities and Net Assets	<u>\$ 10,816,765</u>	<u>\$ 9,966,378</u>

**INTERNATIONAL ASSOCIATION OF ASSESSING OFFICERS
AND SUBSIDIARY**

CONSOLIDATED STATEMENT OF ACTIVITIES
Year Ended December 31, 2023

(With comparative totals for the year ended December 31, 2022)

	2023	2022
Changes in Net Assets Without Donor Restrictions:		
Support and Revenue:		
Membership dues and fees	\$ 1,827,878	\$ 1,647,758
Education	2,759,036	2,441,791
Annual conference	1,553,852	1,609,265
Designations and certifications	223,893	217,115
Publications and marketing	126,698	152,525
Consulting services	144,195	256,124
Investment return, net	740,041	(855,834)
Gain on forgiveness of Paycheck Protection Program loan	-	482,600
Other	52,672	106,660
Net assets released from restrictions	12,560	-
Total Support and Revenue	7,440,825	6,058,004
Expenses:		
Program services	5,139,408	4,584,638
Supporting services - management and general	1,252,397	1,099,710
Total Expenses	6,391,805	5,684,348
Change in Net Assets Without Donor Restrictions	1,049,020	373,656
Changes in Net Assets with Donor Restrictions:		
Contributions	18,266	-
Investment return, net	15,531	-
Net assets released from restrictions	(12,560)	-
Change in Net Assets With Donor Restrictions	21,237	-
Change in Net Assets	1,070,257	373,656
Net Assets, Beginning of Year	8,036,226	7,662,570
Net Assets, End of Year	\$ 9,106,483	\$ 8,036,226

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and **WHERE YOU**
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