

FAIR+EQUITABLE

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A publication of IAAO on appraisal and appraisal management, within the property assessment industry.

HOW TO HOST AN IAAO CLASS

“Every successful class starts with a well-thought-out plan.”

Page 6

INSIDE

- The 2024 Annual Conference schedule | **14**
- Why I give to IAAO: A Q&A with donor Kevin Prine | **22**
- The hidden value cities get from subsidizing pro sports stadiums | **28**



“ We are working on an exciting and informative conference schedule! I look forward to being with all of you in Denver!”
—IAAO President Rebecca Malmquist, CAE



IAAO
INTERNATIONAL ASSOCIATION
of ASSESSING OFFICERS
Valuing the World

Celebrating 90 years in 2024, this year’s event is set for August 25-28 at the Colorado Convention Center in downtown Denver.

Don’t miss the industry’s premier event to learn best practices, emerging technology, trends, and connect with others in the field!

The **IAAO ANNUAL CONFERENCE** offers a variety of educational sessions, roundtable talks, and panel discussions presented over the three days.

REGISTRATION IS OPEN!

Early Bird registration deadline: Monday, July 15

iaao.org/conference



6 HOW TO: HOST AN IAAO CLASS AT YOUR CHAPTER



MELODY TAYLOR TO SPEAK AT THE ANNUAL CONFERENCE

This year's Women's Initiative Network luncheon speaker is Melody Taylor, U.S. Department of Housing and Urban Development regional director.



AS HOUSING VALUES SOAR IN TENNESSEE, PROPERTY TAX BURDEN FALLS ON HOMEOWNERS

Tennessee counties are lowering their property taxes, but that doesn't necessarily mean lower tax bills for homeowners.



The statements made or opinions expressed by authors in *Fair+Equitable* do not necessarily represent a policy position of the International Association of Assessing Officers.

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IAAO.ORG

INSIDE

2 OVERVIEW

IAAO President Rebecca Malmquist

24 SIGN UP FOR THE 2024 LEGAL SEMINAR

Registration is open for the 2024 IAAO Legal Seminar, set for Dec. 12-13 at the Swissotel in downtown Chicago.

32 THOUGHT LEADER

Data, entropy, and repair: The basic concepts in data governance, by Mark C. Cooke.

34 IAAO ABSOLUTE

Member news: jobs, new designees, etc.



"Each year more and more people are recognizing the importance and value of attending the annual conference."

REBECCA MALMQUIST, CAE

IAAO President

With the July Fourth holiday arriving in the United States, it's hard to believe that the IAAO annual conference is less than 60 days away!

The conference, Aug. 25-28 in Denver, will be the highlight of the year for the assessing industry and we have seen a very large number of early registrations.

The early bird deadline is July 15, but registration is already around 800, ahead of the pace for the 2022 conference in Boston, which was the high point over the past 10 years.

Each year more and more people are recognizing the importance and value of attending the annual conference.

As many of us work more on a remote basis as a result of COVID and resulting changes in the workplace, we understand the

value of meeting face-to-face.

Four years ago, we were preparing to go to Denver for the annual meeting and while that meeting had to be moved online, I am so glad we were able to reschedule and return to Denver.

IAAO and the local host task force have worked to put together an impressive and educational annual conference.

Our keynote speaker will be NFL Hall of Famer Terrell Davis of the Denver Broncos and our plenary speakers include Joan Youngman of the Lincoln Land Institute.

We will also have more than 60 educational sessions and the special Wednesday workshops where attendees can preselect the session they want to hear about on Wednesday afternoon.

Special programs

Before the conference on Sun-

day, we will offer an optional **Mock Trial Pre-Conference Workshop**, which will cover the "dos and don'ts" of being an expert witness.

The goal is to provide the experience of testifying in court while in an educational environment.

Other programs of note include the **Women's Initiative Luncheon** on Wednesday, which will feature Melody Taylor, U.S. Department of Housing and Urban Development official and executive director of the Interagency Taskforce on Property Appraisal and Valuation Equity (PAVE).

She serves FHEO in implementing programs and policies in all matters relating to fair housing, economic opportunity, civil rights, and nondiscrimination in the implementation of HUD programs.

The Women's Initiative Network is also offering the **WIN Wine**



IAAO President Rebecca Malmquist, CAE, SAMA (second from right) met with Appraisal Institute President-Elect Paula Konikoff, JD, MAI, AI-GRS (far left); Appraisal Institute President Sandra Adomatis, SRA, LEED Green Associate, GREEN (second from left); and TEGOVA Chairman of the BOD Krzysztof Grzesik, REV, FRICS, IRRV, (Hons) (far right) at the 2024 AIC National Conference in June, in Charlottetown, Prince Edward Island, Canada.

Mixer on Tuesday night at the Wright Room. The venue is less than a five-minute walk from the convention center area and the \$30 price includes light food and two drink tickets.

Red Rocks and disc golf

In addition to the IAAO events, the local host task force has set up new events this year.

If you are looking for a quick getaway to see and experience a small slice of the natural beauty of Colorado you can take a short trip to the historic “Red Rocks Park & Amphitheatre” with your colleagues on Sunday, Aug. 25.

Chartered buses will pick up at the Hyatt Convention Center Hotel and transport to and from Red Rocks, fifteen miles west of downtown, for a cost of \$30.

In addition, a Disc Golf Tournament is set for Sunday, Aug. 25. Registration is \$20 per person (discounts available) and includes two golf discs with a custom design commemorating the 2024 IAAO Annual Confer-

ence and a barbecue lunch at the course. Anyone can register. If you have signed up for the WIN Luncheon, you will receive a \$5 discount on your registration.

So, I hope you are excited about the upcoming conference. In late June I was at the Colorado Assessors’ Association annual meeting and know that the local assessors are looking forward to the meeting.

It was a great opportunity to meet with Coloradoans who will be helping to make the conference a success.

In addition to the CAAO meeting, I also recently attended the Appraisal Institute conference in Canada and the Institute for Professionals in Taxation conference to review current issues in assessment.

Learning about issues facing other industry associations always gives us a greater perspective on our issues. Many other association leaders will be at our conference and hope you can meet them.

► PRESIDENT

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International Association

of Assessing Officers

314 W 10th St.

Kansas City, Missouri

64105-1616 USA

816-701-8100

800-616-4226

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ISRAEL

Churches protest demand to pay property tax

Leaders of major churches have accused Israeli authorities of launching a “coordinated attack” on the Christian presence in the Holy Land by initiating tax proceedings against them.

While Israeli officials have dismissed the disagreement as a routine financial matter, the churches say the move upsets a centuries-old status quo and reflects what they called intolerance for the Christian presence in Israel and the West Bank.

In a letter to Prime Minister Benjamin Netanyahu, the heads of the major Christian denominations alleged that four municipalities across Israel had submitted warning letters to church officials cautioning them of legal action if they did not pay taxes.

Christians are a tiny minor-

ity, making up less than 2% of the population of Israel and the Palestinian territories.

The churches, who are major landowners in the Holy Land, say they do not pay property taxes under longstanding tradition. They say their funds go to services that benefit the state, like schools, hospitals and homes for the elderly.

The letter said the municipalities of Tel Aviv, Ramle, Nazareth, and Jerusalem in recent months have all either issued warning letters or commenced legal action for alleged tax debts.

The Jerusalem municipality



The Church of the Holy Sepulchre in Jerusalem.

told the Associated Press that the church had not submitted the necessary requests for tax exemptions over the last few years.

It said that “a dialogue is taking place with the churches to collect debts for the commercial properties they own.”

| www.timesofisrael.com



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IAAO 2024 ANNUAL CONFERENCE & EXHIBITION SCHEDULE AT-A-GLANCE

SUNDAY, AUGUST 25

Emerging Leaders' Summit ●	8:30 am - 4:00 pm
Registration Desk Open	10:00 am - 6:00 pm
Red Rock Self-Guided Tour ■	10:00 am - 2:00 pm
Disc Golf Adventure ■	10:00 am - 3:00 pm
Pre-conference Workshop: Mock Trial ●	Noon - 4:30 pm
First Time Attendee Orientation	4:00 - 4:45 pm
WELCOME RECEPTION	5:00 - 7:00 pm
Launch Pad Reception ◆	7:00 - 8:00 pm

MONDAY, AUGUST 26

Registration Desk Open	7:00 am - 4:30 pm
Coffee & Tea	8:00 - 8:30 am
Speaker/Moderator Check In	8:00 am - 5:00 pm
Professional Designees' Lounge ◆	8:00 am - 5:00 pm
OPENING SESSION & KEYNOTE SPEAKER: Denver Broncos legend and Pro Football Hall of Fame member Terrell Davis	8:30 - 10:30 am
Break	10:30 - 11:00 am
Education Sessions & Exhibitor Showcases	11:00 am - Noon
Exhibit Hall Open	Noon - 5:00 pm
Lunch Available in Exhibit Hall	12:30 - 1:30 pm
Instructor & Coordinator Meeting: Plan for Success	1:30 - 2:30 pm
Education Sessions & Exhibitor Showcases	1:30 - 2:30 pm
Break	2:30 - 3:00 pm
Education Sessions & Exhibitor Showcases	3:00 - 4:00 pm
Exhibit Hall Happy Hour	4:00 - 5:00 pm

"SNEAKER" TUESDAY, AUGUST 27

Registration Desk Open	7:00 am - 4:30 pm
Breakfast in Exhibit Hall	7:30 - 8:30 am
Exhibit Hall Open	7:30 am - 4:30 pm
Speaker/Moderator Check In	8:00 am - 5:00 pm
Professional Designees' Lounge ◆	8:00 am - 5:30 pm
ANNUAL BUSINESS MEETING	8:00 - 8:30 am
PLENARY: Joan Youngman	8:30 - 9:30 am
Break	9:30 - 10:00 am
Education Sessions & Exhibitor Showcases	10:00 - 11:30 am



TUESDAY, AUGUST 27 (cont)

AWARDS LUNCH	11:30 am - 12:45 pm
Library's Birthday Celebration in Exhibit Hall	12:45 - 1:15 pm
Education Sessions & Exhibitor Showcases	1:15 - 2:15 pm
Break	2:15 - 2:30 pm
Education Sessions & Exhibitor Showcases	2:30 - 3:30 pm
Exhibitor Prize Announcements	3:30 - 4:30 pm
Professional Designees' Networking Event ◆	4:30 - 5:30 pm
International Member Reception ◆	5:00 - 6:00 pm
WIN Wine Mixer ●	5:30 - 7:30 pm

WEDNESDAY, AUGUST 28

Coffee & Pastries	7:30 - 8:00 am
Registration Desk Open	7:30 am - Noon
Education Sessions & Exhibitor Showcases	8:00 - 9:00 am
Speaker/Moderator Check In	7:30 am - 4:00 pm
Professional Designees' Lounge ◆	8:00 am - 4:00 pm
Break	9:00 - 9:30 am
Education Sessions & Exhibitor Showcases	9:30 - 10:30 am
Break	10:30 - 11:00 am
PLENARY: Linda Foster and Carmela Quintos	11:00 am - Noon
Lunch on Your Own	Noon - 2:00 pm
WIN Luncheon ●	12:15 - 1:45 pm
Workshops †	2:00 - 4:30 pm
Closing Reception	5:30 - 6:00 pm
Closing Banquet	6:00 - 9:00 pm

Schedule and times are subject to change.

- *Optional and at additional cost - IAAO registration required*
- *Optional - Colorado Local Host registration required*
- ◆ *By Invitation Only*
- † *Optional without additional cost - IAAO registration required*



20 ANNUAL CONFERENCE & EXHIBITION 24

August 25-28, 2024 • Denver, Colorado

MORE INFORMATION, PAGE 20

iaao.org/conference

TIPS FOR YOUR CHAPTER: HOW TO HOST AN IAAO CLASS

BY TAYLOR DOBSON
AND TIM HALL SR.



“Every successful class starts with a well-thought-out plan.”

A step-by-step guide

Did you know that IAAO chapters are one of only a few groups that are allowed to sponsor IAAO classes?

Tim and I would like to share our experience over the last two years of coordinating IAAO classes for the Alabama Chapter of IAAO.

Between the two of us, we have participated in IAAO’s education program from the student, coordinator, chapter, instructor, and IAAO Education Committee sides of the equation.

We would like to share what we have learned and hope it will inspire you to try your hand at hosting classes too.

Hosting a class involves a lot of planning and can be intimidating if you have never done it before.

We’ve prepared this overview for you on how to host a class.

It’ll walk you through the main steps involved and hopefully make the process a lot easier. The steps aren’t strictly chronological, but they should give you a rough idea of what to focus on.

Every successful class starts with a well-thought-out plan. We would

like to start by going over the essential decisions your chapter will need to make.

Answering the following questions will help you better recognize the educational needs of your state.

Also, be sure to coordinate your efforts with the Professional Development Department at IAAO headquarters.

They are your partners in this effort, and you will be collaborating closely with them. Let’s get started.

1. Determine your goal

The first thing your chapter leadership needs to ask is: Why are we sponsoring a class?

- What are you hoping to achieve with this class? Continuing education hours, helping people get the classes they need for designations, or a way to reach new members?
- How much revenue are you looking to generate? Are we providing a service or trying to raise money?
- What platform is your class going to be offered on? Will it be in-person, virtual, or hybrid? In-person classes are easier to get people to register for because



Taylor Dobson, left, and Tim Hall Sr.

that is what most people are familiar with. Virtual classes are the least expensive and easiest to host. Hybrid classes are the hardest and most stressful to pull off successfully.

- Are you doing a five-day tested class or a two-day untested workshop? What do your members need?
- Who is going to attend this class? Are they your chapter members, nonmembers, or people from out of state? There are more real property appraisers in your state than mappers or personal property appraisers. Because of this, real property classes will have the biggest turnout.

PRO TIP

Don't surprise your state's revenue department. Let them know in advance that you are hosting a class. Your chapter's goal should be to complement the classes your state is already offering, and you may get some additional exposure through the state.

2. Create your team

Chances are you won't be organizing an entire class all by yourself. In fact, we'd be shocked if that were the case. You'll need a dedicated team to assume some of the responsibility for hosting a class. Let's go over some of the people who will help you set up your class:

- Your chapter needs to appoint one person to be the education coordinator. This person will be responsible for making sure everything is going according to plan. For example, they will make sure the class venues are booked, all paperwork is filled out, and the instructor is in place and ready to go. As the coordinator, you will also be responsible for distributing all student books and for giving the instructor the paperwork from IAAO for the class.
- The chapter treasurer will help monitor class registration and ensure all registration fees have been received. Also, the treasurer will write the checks to pay for the venue, the books, the snacks, and the instructor fee.
- The chapter secretary will help create promotional content for the class and distribute the information to chapter members. The secretary's main purpose is to promote your class.
- Volunteers: chapter members will need to volunteer to set up the classroom and assemble the student reference binders.
- The rest of your chapter officers' main responsibilities will be to make sure your education team is

effectively communicating and to help however they can, be it buying snacks, giving the students a big welcome and "rah-rah-go get 'em tiger" on the first day, or being available for classroom break-down at the end of class.

A lot of work is involved in organizing a class, so don't put it all on one person's shoulders.

Get your whole chapter on board early. How you organize your class will likely depend on the size of your chapter. For example, if your chapter is small, someone may have to be responsible for several of the above areas.

Choose your team carefully and make sure everyone is clear on who's responsible for what task.

PRO TIP

Start small, with one or two classes a year max. It is better for your chapter to offer one high-quality class than to be overwhelmed with several classes that turn into a disaster.

3. Develop a budget.

Usually a chapters' goal in organizing a class isn't to make a lot of money. However, it isn't to lose all your chapter's money either.

Creating a detailed budget is a vital part of the class organizing process. Having a good education budget is critical to helping you set the registration fee for the class. Here are the most common items you'll want to budget for:

- **The venue.** Are you paying for a classroom, or do you have a free location? Make sure your location is convenient to hotels and restaurants. We hosted a class once that wasn't close to a restaurant. We knew this from the beginning, so we had lunch catered. Weigh the extra cost of meals, convenience, inconvenience, and time. See what options work for you and your students.

- **Cost of the course material.** This is a per student cost, so you need a realistic estimate of the class size.
- **Instructor fees.** These fees vary based on the instructor's experience level. We will discuss this in more detail later.
- **Projectors and whiteboards.** Sometimes they are included with the room, other times it is an extra charge. Our chapter invested in audiovisual equipment to lessen this expense.
- **Travel expenses for your coordinator.** Depending on the class location, someone from the chapter might have to travel to set up the classroom the day before the class starts and pass out the student material on the first day. The chapter may need to cover this cost.

Please realize that we are talking about an estimated budget at this point.

A fair bit of guesswork is involved, and your budget will shift as your class planning progresses. Start conservatively by planning for a small class size and scale up as needed.

There is a minimum number of students needed to break even on the budget for the class, and your chapter will need to know what that number is. The chapter then can decide whether the proposed class is financially feasible.

If there is a class is needed but there are not enough students for the chapter to break even, then the question of holding the class anyway for the greater good of the members may be an option.

The fee must cover your expenses. But if your registration fee is too high, your potential students will take the class somewhere else. Don't price yourself out of the market.

PRO TIP

Students and instructors appreciate coffee, water, and snacks in the classroom. However, they are not free, so if you want to offer them, make sure you include them in your budget.

Be consistent with each subsequent class. If you offer snacks, continue to do so with future classes.

4. Select the date.

Now it's time to decide when your class will take place. This date should be anywhere from nine months to a year out. Here are some great rules of thumb to keep in mind.

- Pick a date that doesn't conflict with other conferences or classes taking place in your state. You don't want your class to compete for attention.
- Avoid summer and winter holiday periods, when people tend to go

on vacation.

- Try to stay away from traditionally busy periods in the office. During times when the workload is heavy, smaller offices especially may be unable to send as many students.

For most students, attending a class is a requirement of their job, so try to schedule the class for slow times in the property tax cycle of your state.

Setting a date is the first step to finding a venue and instructor. It also gives you a fixed point to count back from (backdating) when you need to start doing other stuff to prepare for the class.

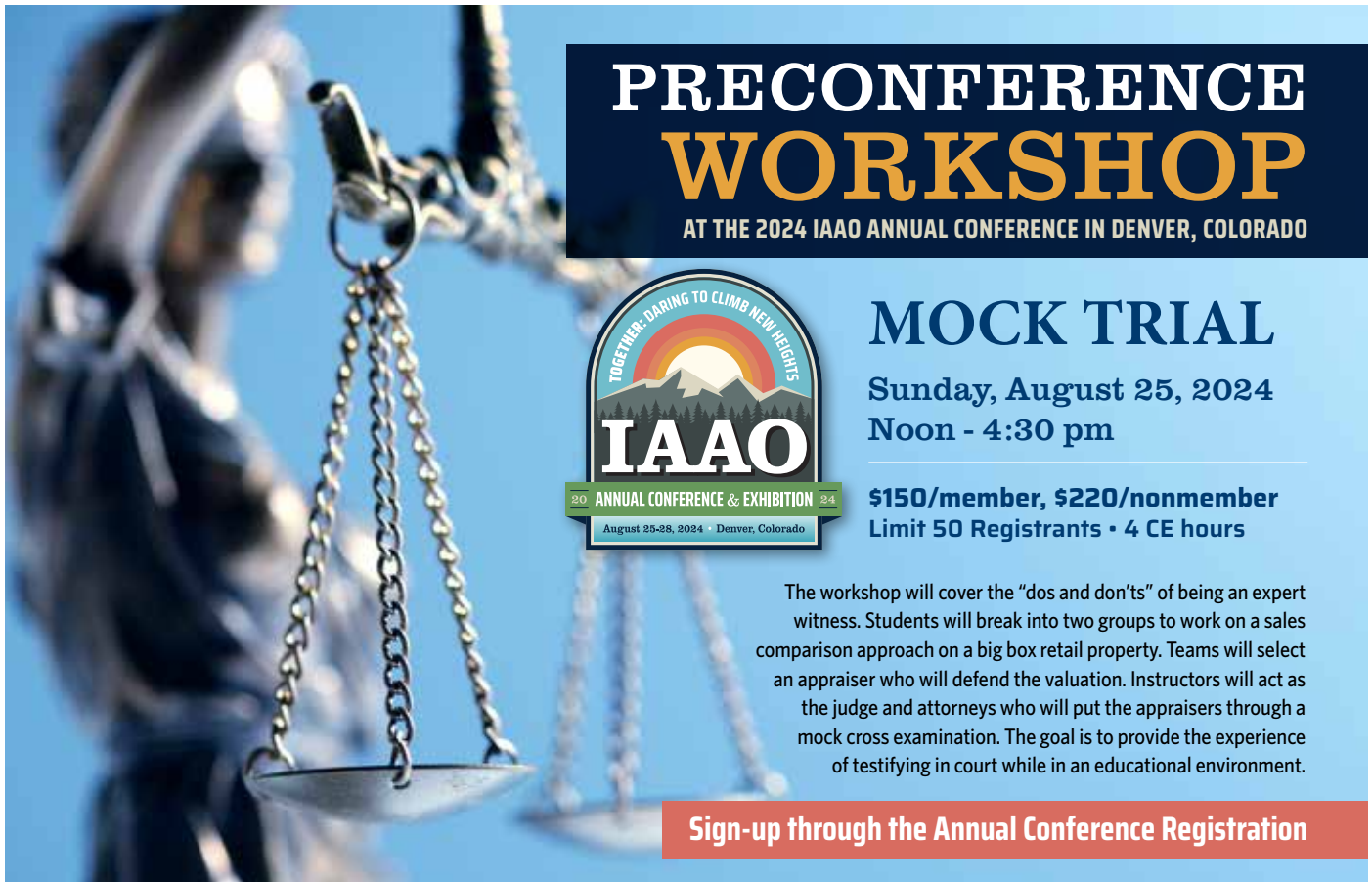
PRO TIP

Avoid scheduling anything around the time your state is collecting property taxes, during your property value appeal time, or holidays. This may sound simple, but it requires planning.

5. Find a location.


Once you know the date, you can start looking for venues. The two primary venues we use to hold our classes are:

- **Hotels.** These typically have dedicated classrooms. They're the best all-in-one choice because they offer both accommodation and meeting space. They also tend to be the most expensive option, particularly if your student enrollment is small. The bigger the class, the more negotiating power you have with the hotel to offset the classroom space cost with the student room count and to offer reduced group room rates.
- **Free meeting rooms:** Typically, every jurisdiction has a public meeting room or conference room that you can use for free. It's important to book several months in advance, as these free rooms are in high demand.



PRECONFERENCE WORKSHOP

AT THE 2024 IAAO ANNUAL CONFERENCE IN DENVER, COLORADO



MOCK TRIAL

Sunday, August 25, 2024
Noon - 4:30 pm

\$150/member, \$220/nonmember
Limit 50 Registrants • 4 CE hours

The workshop will cover the “dos and don’ts” of being an expert witness. Students will break into two groups to work on a sales comparison approach on a big box retail property. Teams will select an appraiser who will defend the valuation. Instructors will act as the judge and attorneys who will put the appraisers through a mock cross examination. The goal is to provide the experience of testifying in court while in an educational environment.

Sign-up through the Annual Conference Registration

The cost of the venue is just one part of the puzzle. Here are a few other factors that we have found are important to the students and the quality of their experience during the class.

- **Is the classroom big enough?** Booking a classroom that's too small is clearly a bad idea. Students need room for books and materials as well as personal space. It makes for a better learning experience if students are comfortable.
- **Does the venue have enough bathrooms and parking?** Parking, class time, and adequate break times are critical for a well-run class. If the students and instructor are inconvenienced because of poor parking and facilities, it makes for a bad day.
- **Are there hotels and places to eat close to the class location?** Convenience is key for both the students and instructor.
- **Can snacks be brought in, or do you have to buy them from the venue location?** We've found snacks to be essential not only for brain food but also for comfort. Budget for this.
- **How easy is it to travel to the class location from hotels?** This is not a deal-breaker per se, but convenience will help ensure a well-rounded experience for your students. The less hassle a student has, the more apt the student is to be relaxed and enjoy (i.e., pass) the class.

What technical options does the venue offer? Does the venue have a projector, projector screen, microphones, whiteboards, and solid Wi-Fi access? In all instances, prepare for backup. Have everything on a thumb drive in case of Wi-Fi failure, and always be prepared to go "old school" with a flipchart and a whiteboard.



When negotiating with venues, try to arrange for early access to the room the day before the class starts. You can ensure that every detail is in place for the start of the class.

6. Find an IAAO instructor.

IAAO's website under the Education/Coordinator section has a listing of the approved IAAO instructors and their contact information.

This list can be filtered by classification (junior, regular, or senior), by platform (virtual/live-online, or in-person), and by courses that instructors are approved to teach.

You can send an instructor an email inquiring if they would be interested in teaching and asking them for a quote of their instructor fee.

You can also post a help wanted ad on **IAAO's Connect** forum asking interested instructors to contact you.



We recommend trying to find local instructors if possible. No one knows how your state's property tax system works better than someone who works in your state. They know how to translate an IAAO class into how it really applies to your state. If your state doesn't have an instructor, then that would be a good goal for your chapter to work toward. Encourage interested members to apply for the Instructor Evaluation Workshop (IEW).

Things to discuss with an instructor.

- Determine the fee.
- Send a contract and a W-9 tax form to the instructor.
- If the class is in person, determine the instructor's A/V requirements for the classroom.
- If the class is virtual, determine whether the chapter or the instructor is providing the virtual platform (such as Zoom) for the course..
- Establish whether the student books will be distributed in class or at registration.

What are the different instructor levels and what do they mean?

All IAAO instructors must be members of IAAO in good standing and must have completed the Instructor Evaluation Workshop. IAAO instructors are certified on the platform they are teaching (virtual, in person, or both). There are also junior, regular, and senior instructor levels. The following is the progression of instructors:

- **Junior instructors** have completed the Instructor Evaluation Workshop and have demonstrated their knowledge and ability to lead a class in front of a panel of senior instructors.
- **Regular instructors** have completed additional evaluation by teaching a class supervised by a senior instructor.
- **Senior instructors** have earned an IAAO designation.



We have had a lot of success with junior instructors, and they are easier on the budget. Senior instructors may be hard to find. They are usually booked up to a year in advance.

How much do you pay an instructor?

As you would expect, the higher the instructor level, the more the fee. Chapters are free to negotiate compensation with instructors. In general, for a five-day in-person class, you should expect to pay a junior instructor around \$2,550, a regular instructor \$3,620, and a senior instructor \$4,810. For a five-day virtual class, expect to pay junior and regular instructors \$2,550 and senior instructors \$3,400.



While instructor pay may seem like a lot, remember they pay for their travel, hotel, food, and taxes. Also, the instructor will spend hours preparing and reviewing the information before the class begins.

7. Advertise your class.

Now that you know your location, dates, instructor, and the registration fees, your focus can turn to promoting the class.

Promoting your class is important for boosting attendance and ensuring you cover your costs.

There are multiple ways to spread the word about your class. Your chapter's social media sites (Facebook, LinkedIn, X, Instagram) are the most popular and simplest options. You can use your chapter's website, newsletter, and email list. Asking IAAO to add your class to its website is a great way to promote your class to people outside of your state. You can also promote your class on the [IAAO Connect](#) forum.



We recommend emailing all your chapter members a description of the class with the registration form attached and asking them to share the information with their co-workers.

What if no one registers for class?

If you are going to cancel a class

because of low enrollment, it must be at least 14 calendar days before the start of the class.

You will have to give a written notice of cancellation to IAAO and the instructor.

The chapter will be liable for any cancellation fees the instructor incurs and assume total liability for all charges incurred by IAAO.

The chapter is responsible for returning any shipped materials to IAAO at their own expense and paying a restocking fee.

You will also be responsible for refunding all student registration fees you have collected.

Depending on the deal you made with the venue for the class, you may not be able to cancel that agreement and will still have to pay.

Be careful canceling classes because of low attendance. This will give your chapter a bad reputation with your students and instructors. We've found that when scheduling a class, it is always better to project low attendance numbers so there will be no need to cancel a class. We've even offered classes knowing that we would take a loss on the class when scheduling.

This gives members an opportu-

nity to take a class that ordinarily would not be offered because of the low demand. Our chapter's philosophy is to offer classes that are needed to enhance the professionalism and expertise of our members. Those classes that are heavily attended will supplement those with small demand.



Canceling your class is NOT an option. We always follow through with offering our classes, even if the chapter loses money on the class.

Now the technical stuff: How to schedule classes with IAAO.

On IAAO's website, you will find the Education Program Application under the Education Coordinator section [here](#).

To complete the form, you will have to know all the information we have discussed above and submit the form no later than 90 days before your planned class date.

This section of the IAAO website contains other useful information and explains the difference between Certified Programs and Contract Programs in which you must have a minimum of 25 students.



INSTRUCTOR & COORDINATOR MEETING

PLAN FOR SUCCESS

Monday, Aug. 26, 2024
New Time 1:30 - 2:30 pm

Colorado Convention Center



20 ANNUAL CONFERENCE & EXHIBITION 24
August 25-28, 2024 • Denver, Colorado

PRO TIP

In our experience, it's hard to get 25 students to register for more advanced IAAO courses.

Because of the minimum student requirement and the increased per student cost, the Contract Program is not the best choice for our chapter. With our small chapter size, we opt for the Certified Program.

At this point, it's a great idea to contact the Professional Development Department (education@iaao.org). They will help you every step of the way from here.

What do you do after the class is over?

First, congratulate yourself for hosting a class! However, the work isn't done yet. Here are a few things you need to do to wrap up:

- Send a follow-up email to all students to thank them for attending. Keep in touch with the

students and remind them about any upcoming classes and chapter membership.

- Remind the students to complete the IAAO instructor survey on how the class went.

Once you receive a copy of the survey from IAAO, you need to review the feedback to know.

How was your pass/fail rate? Was the instructor a fit with your members? What areas can the chapter improve on for the next class, and what did you do right? This is important information to help you improve and get better at sponsoring classes.

PRO TIP

Don't forget to promote the chapter's success in your newsletter, on social media platforms, and in your nomination for IAAO's chapter of the year award presented at the annual conference.

Conclusion

If your chapter is considering hosting a class, we say go for it!

It's an amazing way to offer professional development, provide networking opportunities, and grow chapter membership.

Hosting a class is also a great way to build your chapters' reputation and generate some funds.

We hope this information will help guide you through each phase of planning and hosting a class.

And remember, organizing a class is a marathon, not a sprint.

Start small and grow from there. As we always say, strong chapters equal a stronger IAAO.

TAYLOR DOBSON, RES, is the Limestone County real property appraiser in Athens, Alabama.

TIMOTHY HALL SR. is the Mobile County property evaluation analyst-supervisor in Mobile, Alabama.

A coordinator checklist

Six to nine months before offering

- Identify a venue.
- Identify an instructor.
- Determine the instructor fee.
- Determine instructor classroom requirements (whiteboard, projector, projector screen).
- Prepare and sign agreements with instructor. Determine registration fee based on site costs, instructor fees, tuition, etc.
- Create a class registration form that includes date, time, location, registration fee, course description, RSVP date and materials needed for class.
- Fill out IAAO Program Application and

contact the IAAO Professional Development Department at education@iaao.org

Four weeks before

- Contact IAAO to report class size and order course materials.
- Contact the instructor to ensure that all needs are met.

One week before

- Check the IAAO course materials you received in the mail to ensure you have what you need.
- Prepare student name tags.
- Get extra No. 2 pencils and dry-erase markers.

Evening before

- Check out the classroom and make sure everything is ready.
- Meet the instructor and deliver class materials.
- Pay the instructor.

After the class

- Email the students and remind them to complete the instructor survey and thank them for attending the class.
- Review the student feedback you receive from IAAO about how the class went.
- Promote the chapters' success in hosting a class to your members.



Women's Initiative NETWORK

2024 WIN Luncheon

August 28, 2024, 12:15 pm • \$45

This year's WIN speaker is MELODY TAYLOR, U.S. Department of Housing and Urban Development official and executive director of the Interagency Taskforce on Property Appraisal and Valuation Equity (PAVE).



Purchase your ticket during Annual Conference registration at iaao.org/conference



Tuesday, August 27 5:30 – 7:30 pm

WINE MIXER

Wright Room
535 16th St Mall #240
Denver, CO 80202



Tickets: \$30

Price includes light food and two drink tickets. The venue is less than a five-minute walk from the Hyatt Regency.

Sponsored by



Purchase your ticket during Annual Conference registration at iaao.org/conference

2024 IAAO ANNUAL CONFERENCE SCHEDULE

Note: The following schedule is subject to change. Please check the conference webpage for the latest information on the [Research Exchange conference page](#).

Monday, Aug. 26

8:30 a.m. - 10:30 a.m.

KEYNOTE

► Terrell Davis

Former Denver Broncos and Pro Football Hall of Fame running back

11 a.m. - noon

Collecting and Maintaining Property Data

► Residential Valuation Using iPads

Terry Taylor, CAE, RES, AAS, FIAAO, Orange County, Florida

Collecting and Maintaining Property Data

► Modern Techniques in Market Segmentation: A Case Study of Applied Methods

Jonathan Clarke, Tyler Technologies
Michael McFarlane, Tyler Technologies
Daniel Fasteen, Ph.D., Tyler Technologies

Collecting and Maintaining Property Data

► Lessons From Maui County, Hawaii: Aerial Imagery in Disaster Assessment and Recovery

Ruth Zipfel, MS, EagleView
Marcy Martin, AAS, County of Maui, Hawaii

Leading and Managing the Assessment Office

► Little County, Big Dreams Through Technology

Jonathan Beck, AAS, Beckham County, Oklahoma
Nathan Ray, Beckham County, Oklahoma

Leading and Managing the Assessment Office

► Residential Valuation Tools Featuring Power BI

Jackie Warr, RES, Pinellas County Property Appraiser's Office, Florida
Sara Delli Fraine, RES, Pinellas County Property Appraiser's Office
Michael Daly, RES, Pinellas County Property Appraiser's Office

Leading and Managing the Assessment Office

► Training & Development: The Key to Retaining Staff and a Successful Office

Patrick Jewell, County of Loudoun, Tennessee

Back to Basics

► This Is How We Do It! 3.0

Lloyd Funk, CAE, AAM, Manitoba Municipal Relations
Douglas Warr, AAS, Cleveland County
Alvin Lankford, RPA, CAE, AAS, CCA, Williamson Central Appraisal District, Texas

Strategic Partner Thought Leader

► Enhancing Every Facet of Your Appraisal Operation Through Mobile Technology

Daniel Anderson, Data Cloud Solutions, a Woolpert Company

1:30 p.m. - 2:30 p.m.

Working With the Legal Framework

► Anatomy of a Tax Assessment Defense: International Paper v. Isle of Wight County

Andrew McRoberts, Sands Anderson PC

Collecting and Maintaining Property Data

► Measuring Representation in Sales Market Models and Ratio Studies

Kevin Keene, Keene Mass Appraisal Consulting
Alex Raju, City of Philadelphia

Collecting and Maintaining Property Data

► Catch the AI Wave: Demystifying AI-Powered Property Valuation

Elizabeth Bowman, C3.AI
Christopher Gray, County of Riverside
Sohaib Shaikh, C3.AI

Developing and Managing Cadastral Data

► What's New in GIS for Assessors

Linda Foster, Esri
Lauren Voelker, Esri

Appraising Property

► Avoiding Double Assessment: Personal Property Deductions in Real Property Appraisals

Michael Krueger, Colorado Division of Property Taxation

Leading and Managing the Assessment Office

► An Interactive Leadership Conversation Among the Generations

Matthew Charity, Durham County, North Carolina, Tax Administration
Keyar Doyle, AAS, Durham County Tax Administration
Eldridge Masuka, Durham County Tax Administration
Corey Moore, AAS, Durham County Tax Administration
Daniel Roland, Durham County Tax Administration

Oversight and Compliance Review

► Assessing Like a Baseball Scout: Identifying, Analyzing, and Eliminating Evaluator Bias

Christopher Blessing, Whitfield County

History of Assessment

► Property Tax: How Ancient Is It?

Calvin Kent, Ph.D., AAS, WV Property Valuation Commission

Strategic Partner Thought Leader

► **Anticipating the Biggest Changes in the Future for the Property Assessment Industry**

Michael Lomax, Esri Canada Assessment Analyst

3 p.m. - 4 p.m.

Working With the Legal Framework

► **Affordable Housing Special Assessment Program: Incentives to Develop and Preserve Affordable Housing**

John McDonnell, Cook County Assessor's Office, Illinois

Stacie Young, Community Investment Corporation

Appraising Property

► **The Monte Carlo Sampling Technique on Horizontal and Vertical Equity Measures**

Luc Hermans, Netherlands Council for Real Estate Assessment

Leading and Managing the Assessment Office

► **Tips and Tricks for the Virtual Presenter**

Bradley Eldridge, CAE, Douglas County Appraiser's Office, Kansas

Kara Endicott, CAE, RES, AAS, Johnson County Appraiser's Office, Kansas

Managing Public Relations and Communications

► **Evaluating Appeal Bias**

Brad Fowler, RES, AAS, Mecklenburg County, North Carolina

Ken Joyner, RES, AAS, PPS, Mecklenburg County

Managing Public Relations and Communications

► **Bridging the Gap: Assessing in Plain English**

Cindy Dodge, MCAO, Michigan Townships Association

Oversight and Compliance Review

► **Michigan's Assessment Administration Audit Reform**

Anthony Meyaard, MMAO, Assessing Solutions Inc., Ionia County, Michigan
David Buick, Michigan State Tax Commission

Back to Basics

► **The Application of Valuation Models to the Real World**

Daniel Fasteen, Ph.D., Tyler Technologies

Paul Bidanset, Ph.D., Center for Appraisal Research and Technology (CART)

Strategic Partner Thought Leader

► **Advancing Property Assessment: Harnessing AI and Machine Learning for Change Detection Workflows**

Charles Staton, Nearmap

Tuesday, Aug. 27

8:30 a.m. - 9:30 a.m.

PLENARY

► **Best Practices and Real-World Challenges**

Joan Youngman, Esq., Lincoln Institute of Land Policy

Semida Munteanu, Lincoln Institute of Land Policy

Luc Hermans, Netherlands Council for Real Estate Assessment

Ruud Kathmann, Netherlands Council for Real Estate Assessment

10 a.m. - 11:30 a.m.

Appraising Property

► **Making Marijuana Personal**

Bryan Shuck, Cleveland County, Oklahoma

Appraising Property

► **Market Value Conclusions Using the Paired Cost Framework**

Heather Sullivan, Aloft

Appraising Property

► **Short-Term Rentals and the Commercialization of Residential Real Estate**

Melissa Baer, CAE, Melissa Baer Consulting

Edie McCarthy, Town of Greenburgh, New York

Appraising Property

► **IAAO's New Tool for Basic Market Analyses**

Patrick Alesandrini, CAE, Hillsborough County, Florida

Douglas Warr, AAS, Cleveland County, Oklahoma

Lawrence Zirbel, GSA Corp.

Robert Gloudemans, FIAAO, Robert J. Gloudemans, Mass Appraisal Consultant

Strategic Partner Thought Leader

► **How Can I Enhance My Appraisal Intelligence with Artificial Intelligence?**

John Valente, Tyler Technologies

Appraising Property

► **Agricultural Land Valuation: Data and Resources**

Bill Thompson, State of Colorado

Appraising Property

► **Spinning the Real Estate Market Cycle: Imminent Recession or Extended Expansion?**

Ronnie Lee Phillips, Realstar Realty Advisors LLC

Managing Public Relations and Communications

► **WIN presents Boundaries at Work**

Chesney Leafblad, Warren Township, Illinois

Tiffany Opheikens, RES, Plain City, Utah

Oversight and Compliance Review

▶ **Property Tax and Assessment Around the World - Standards and Trends**

Alan Dornfest, AAS, FIAAO, Idaho State Tax Commission

Brian Guerin, MPAC

Marco Kuijper, Netherlands Council for Real Estate Assessment

1:15 p.m. - 2:15 p.m.

▶ **IAAO Town Hall**

Rebecca Malmquist, CAE, IAAO President

Donna VanderVries, CAE, AAS, PPS, Esq., IAAO President-Elect/Treasurer

Collecting and Maintaining Property Data

▶ **Multi-Family Valuation in Maricopa County, Arizona**

James Fisher, AAS, RES, Maricopa County Assessor's Office, Arizona

Brian Zarra, AAS, Maricopa County Assessor's Office

Developing and Managing Cadastral Data

▶ **Metes and Bounds Surveying Fundamentals and Deed Sketching**

William Mitchell, Town of North Andover, Massachusetts

Developing and Managing Cadastral Data

▶ **How Williamsburg, Virginia, Is Revolutionizing Operations with CAMA and GIS**

Derek Green, City of Williamsburg

Appraising Property

▶ **Property Assessment in the Wake of Natural Disasters**

John Watling, MRICS, MIMA, International Property Tax Institute

Leading and Managing the Assessment Office

▶ **Leading With Confidence Through Uncertain Times – National Domestic Property Revaluation in Wales**

Sarah Sharp, Valuation Office Agency, United Kingdom

Rob Dickinson, Valuation Office Agency, United Kingdom

Oversight and Compliance Review

▶ **Driving Legislative Change**

Scott Smith, Cook County Assessor's Office, Illinois

Nicole Jardine, Ph.D., Cook County Assessor's Office

Back to Basics

▶ **Outlier Screening: Principles, Methods, Issues, and Recommendations**

Robert Gloudemans, FIAAO, Robert J. Gloudemans, Mass Appraisal Consultant

Strategic Partner Thought Leader

▶ **Mass Appraisal in a Changing World**

Shail Jain, Farragut Systems

2:30 p.m. - 3:30 p.m.

Working With the Legal Framework

▶ **Basic Advocacy and Education for Ohio State Legislators**

Bethany Sanders, J.D., Franklin County Auditor's Office, Ohio

Appraising Property

▶ **Challenges of Valuing Data Centers**

Kerem Oner, CAE, Prince William County, Virginia

Isabel Salumbides-Calangi, Prince William County

Kimberly Lorenz, MAI, Korpacz Realty Advisors

Appraising Property

▶ **Using Bookmarks to Unleash the Power of Power BI**

Mark Longacher, Douglas County Assessor's Office, Colorado

Geoff Lycas, Douglas County Assessor's Office, Colorado

Appraising Property

▶ **40 States, 40 Different Regulations for Marijuana**

Kevin Rudden, Town of Holliston, Massachusetts

Leading and Managing the Assessment Office

▶ **Current State of Cybersecurity — CyberTrends and Projections**

Tim Walsh, Tyler Technologies

Managing Complaints and Appeals

▶ **The Art of the Appeal**

Tara Orris, Cook County Board of Review, Illinois

Matthew Fournier, Cook County Board of Review

Michael Owens, Cook County Board of Review

Aarion Stines, Cook County Board of Review

Managing Public Relations and Communications

▶ **Weathering the "Perfect Storm:" Techniques for Addressing Record Value Increases**

Beth Kinney, MPA, Franklin County Auditor's Office, Ohio

Matt Shade, GISP, Franklin County Auditor's Office

Donna Prince, Franklin County Auditor's Office

History of Assessment

▶ **The Bath School Disaster and the Link to Property Taxes**

Shila Kiander, MMAO, Mecosta County, Michigan
Beth Botke, MMAO, Bath Township, Michigan

Strategic Partner Thought Leader

▶ **Every Mistake Begins with Bad Data: How Data Governance Leads to Fewer Fires and Proactive Leadership**

Mark C. Cooke, Ph.D., Reason Consulting Corporation

Wednesday, Aug. 28

8 a.m. - 9 a.m.

Developing and Managing Cadastral Data

▶ **Applying New Assessment Solutions Across the State of New Jersey**

Robert Scott, Monmouth University, New Jersey
Jonathan Daigle, Monmouth University

IAAO-U
ASSESSORS' CENTER OF EXCELLENCE

EDUCATION COMMITTEE NETWORKING HUB

Monday 12:15-1:15pm
Mile High Ballroom

Any questions about IAAO Education? Join us for the Education Committee Networking Hub at the 2024 IAAO Annual Conference.

Appraising Property

▶ **Simplifying the Complex: Mixed Use Properties in a Mass Appraisal Environment**

Shelley Graham, MRICS, Municipal Property Assessment Corp., Ontario, Canada
Lee May, CAE, MIMA, Municipal Property Assessment Corp., Ontario, Canada

Appraising Property

▶ **Measuring Impact: New Statistical Methods for Assessment Accuracy and Transparency**

Nicole Jardine, Cook County Assessor's Office, Illinois
Jean Cochrane, Cook County Assessor's Office

Appraising Property

▶ **Machine Learning and Model Explanation in Mass Appraisal**

Joseph Wehrli, Tyler Technologies
Larry Wang, Tyler Technologies

Leading and Managing the Assessment Office

▶ **Where to Begin? Identifying and Addressing Projects in Your Jurisdiction**

Ryan Janzen, CAE Equitable Solutions LLC

Leading and Managing the Assessment Office

▶ **Hiring, Firing, and the Community College: Los Angeles County Edition**

Allen Jolley, Los Angeles County Assessor's Office, California

Managing Public Relations and Communications

▶ **Social on a Shoestring: Social Media for the Assessor's Office**

Becky Robinson, Palm Beach County Property Appraiser's Office, Florida

9:30 a.m. - 10:30 a.m.

Appraising Property

▶ **Recent Trends: Hotel, Industrial, and Multi-Family Properties**

Lonnie Hendry, Trepp

Leading and Managing the Assessment Office

► **Becoming a Better Mentor**

Shila Kiander, MMAO, Mecosta County, Michigan

Anthony Meyaard, MMAO, Assessing Solutions Inc., Ionia County, Michigan

Leading and Managing the Assessment Office

► **Lost in the Dark: An Interactive Workshop Focusing on the Challenges of Leading an Office**

Kara Endicott, CAE, RES, AAS, Johnson County Appraiser's Office, Kansas

Brad Eldridge, CAE, MAI, Douglas County, Kansas

Edie McCarthy, Town of Greenburgh, New York

Leading and Managing the Assessment Office

► **Revolutionizing Mass Appraisal: Using AI to Enhance Efficiency, Transparency, and Equity**

Shail Jain, Farragut

John Burgiss, RES, Forsyth County, North Carolina

Leading and Managing the Assessment Office

► **Shake Things Up, Stir the Pot, Scramble the Routine**

Jake Parkinson, Valubase

Managing Public Relations and Communications

► **Mi Casa No Es Su Casa: Reaching the Nation's Thriving Minority**

Jennifer Sanchez, Cook County Assessor's Office, Illinois

Lupe Marin, Cook County Assessor's Office

Back to Basics

► **The Importance of Exemptions & Reliefs Within a Property Tax**

Gary Watson, Institute of Revenues, Rating and Valuation

Nick Rowe, Institute of Revenues, Rating and Valuation



10:30 a.m. - noon

PLENARY

► **Assessing the Third Dimension: New York City's Journey to 3-D Cadastre**

Linda Foster, Esri

Carmela Quintos, Ph.D., New York City Department of Finance

2 p.m. - 4:30 p.m.

Working With the Legal Framework

► **Litigation Tax Appeal Defense Workshop - Ask the Experts**

Peter Korpacz, Korpacz Realty Advisors Inc.

Shawn Wilson, Compass Real Estate Consulting Inc.

Ned Chappell, CAE, Maricopa County Assessor's Office, Arizona

Tom Jaconetty, CAE, FIAAO, Thomas Jaconetty Attorney at Law

Robert Lee, AAS, Lee Law Firm

Developing and Managing Cadastral Data

► **Updating CAMA Systems with Regression-based AVMs: Considerations for Office Leadership**

Paul Bidanset, Ph.D., Center for Appraisal Research and Technology (CART)

Peadar Davis, Ph.D., Ulster University, Northern Ireland, United Kingdom

Developing and Managing Cadastral Data

► **Unlocking the Third Dimension: Exploring 3-D Cadastre**

Linda Foster, Esri

Lauren Voelker, Esri

Oversight and Compliance Review

► **Top 10 Tips for Creating Dynamic Assessing Power BI Dashboards**

David Cornell, CAE, Cornell Consultants

Back to Basics

► **Master Marshall & Swift Cost Data Within Your CAMA System**

Edward Martinez, CoreLogic

Back to Basics

► **Level Up: Five Powerful Moves to Elevate Your Career**

Adrienne Suits Bailey, Illinois Department of Revenue

Dorothy Jacks, FIAAO, AAS, Palm Beach County Property Appraiser's Office, Florida

Chesney Leafblad, Warren Township Assessor's Office, Illinois

Ana C. Torres, Esq., Orange County Property Appraiser's Office, California

Carmen Trammell, AAS, Leon County Property Appraiser's Office, Florida

Pamela Williams, City of Milwaukee

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Melody Taylor: A champion for fair housing and equal opportunity

Melody Taylor, regional director for the Mid-Atlantic Office of Fair Housing and Equal Opportunity at the U.S. Department of Housing and Urban

Development (HUD), is a dedicated advocate for creating inclusive communities and ensuring fair housing practices.



With an impressive background

and commitment to social justice, Taylor has become a leading figure in the fight against housing discrimination and the promotion of equal opportunity.

Taylor developed a deep sense of empathy and a passion for social equality from an early age.

Inspired by her parents, who participated in civil rights movements during the 1960s, Taylor was instilled with the belief that everyone deserves the same opportunities, regardless of their race, gender, or socioeconomic status.

Her pursuit of a career in public service began at the University of Maryland, where she earned a bachelor's degree in sociology.

Her studies allowed her to delve deeper into the social issues plaguing marginalized communities, particularly in relation to housing discrimination.

She furthered her education by earning a master's degree in urban planning and development from Johns Hopkins University.

Following her education, Taylor joined the U.S. Department of Housing and Urban Development in 1998.

Over the course of her career,

she has worked to uphold the Fair Housing Act, which prohibits discrimination in the sale, rental, and financing of housing based on race, color, national origin, religion, sex, familial status, and disability.

Her dedication and expertise in the field have been recognized and lauded by both colleagues and housing advocates alike.

As regional director for the Mid-Atlantic Office of Fair Housing and Equal Opportunity, Taylor oversees a team of professionals and plays a pivotal role in promoting fair housing practices and addressing housing disparities.

Her responsibilities include investigating and resolving complaints of housing discrimination, giving technical assistance to housing providers and communities, and spearheading outreach initiatives to educate the public about fair housing rights and responsibilities.

Under Taylor's leadership, the Mid-Atlantic office has achieved significant milestones.

She has carried out innovative programs and initiatives to combat discrimination and increase access to affordable, safe, and equitable housing options.

Her collaborative approach has fostered strong partnerships with local government agencies, non-profit organizations, and advocacy groups, resulting in more comprehensive and impactful solutions to housing disparities.

Beyond her role at HUD, Taylor is involved in professional organizations dedicated to fair housing and civil rights.

She frequently speaks at confer-



Women's Initiative Luncheon

**12:15 p.m.-1:45 p.m.
Wednesday, Aug. 28**

This year's Women's Initiative Network luncheon speaker is Melody Taylor, U.S. Department of Housing and Urban Development regional director and executive director of the Interagency Taskforce on Property Appraisal and Valuation Equity (PAVE).

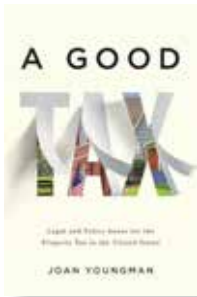
The ticket for the lunch is \$45 and available to buy during [conference registration](#).

ences and seminars, sharing her expertise and advocating for stronger fair housing policies.

Taylor's commitment to raising awareness and fostering dialogue on these critical issues has been instrumental in shaping a more inclusive and equitable housing landscape.

Joan Youngman: Author, scholar, educator,

Joan Youngman, along with Semida Munteanu, Luc Hermans and Ruud Kathmann, will deliver the Tuesday morning plenary talk on “Best Practices and Real-World Challenges” at the IAAO Annual Conference.



Youngman is senior fellow and chair of the Department of Valuation and Taxation at the Lincoln Institute of Land Policy, in Cambridge, Mas-

sachusetts.

She is a lawyer and author of numerous articles and books concerning land and building taxation and valuation.

Youngman has done international research and educational work for the World Bank, the Organization for Economic Cooperation and



Development, the International Monetary Fund, and the Harvard Law School International Tax Program.

She is the author of *A Good Tax and Legal Issues in Property Valuation and Taxation: Cases and Materials*, and a co-author of *State and Local Taxation: Cases and Materials*.

Best Practices and Real-World Challenges

8:30 a.m. - 9:30 a.m.
Tuesday, Aug. 27

Joan Youngman, Esq., Lincoln Institute of Land Policy

Semida Munteanu, Lincoln Institute of Land Policy

Luc Hermans and Ruud Kathmann, Netherlands Council for Real Estate Assessment

Youngman was also co-editor of the books *Erosion of the Property Tax Base*, *Making the Property Tax Work: Experiences in Developing, and Transitional Countries*, and *The Development of Property Taxation in Economies in Transition: Case Studies from Central and Eastern Europe*.

Revolutionizing Mass Appraisal with Analytics



FARRAGUT™

Wednesday, July 31, 2024
Noon-1:00 p.m. Central Time

Join the Farragut Innovation Team for an exciting and informative webinar that casts a visionary look at the future of mass appraisal through the lens of Artificial Intelligence (AI) and other emerging technologies. Designed specifically for tax assessors, this session will focus on our cutting-edge analytics product and innovative sales ratio tool, tailored to save time and enhance the accuracy of your assessments.

[REGISTER HERE](#)

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



Why I give to IAAO: A Q&A with donor and board member Kevin Prine

This is the second of a series of articles on members sharing a personal connection to IAAO.

Through these stories, see how IAAO has impacted members and how they in turn have impacted other members and the assessment profession.

How did you hear about IAAO?

I first heard about IAAO not long after taking an entry-level job with a local assessor's office. I had been in the private sector as a real estate appraiser for several years, and when the recession hit and work dried up, I had to find another career path that led me to this field and ultimately to IAAO.



Kevin Prine

What's your professional connection to IAAO and its mission?

I don't know if I have just one professional connection.

My connection initially was learning about the designation program and wanting to take the required courses to earn my Residential Evaluation Specialist designation.

That led to earning my Assessment Administration Specialist as well as serving on several IAAO committees and task forces over the years.

Most importantly, it has led to some of the best professional and personal friendships I could ever ask for.

You have donated several times to IAAO. Why did you first give?

I think when someone donates

money to a cause, it is something they truly believe in. That could be their church, their alma mater, a local fundraiser, etc.

By donating to IAAO, I never did it for recognition or attention but to contribute to an organization and a cause that I truly believe in and want to support as much as possible.

Why do you feel strongly about supporting the association?

As I mentioned previously, there have been numerous professional accomplishments and opportunities that I have been blessed to be a part of with IAAO.

More important than any of them, though, is the friendships and the relationships I have gotten to be a part of in this unique, niche profession that we are all participating in.

What do you hope to accomplish through your donations?

I don't hope to accomplish anything on an individual level, but if my donations can go toward the greater good of assisting folks with educational needs, professional development, designations, research, or any other causes, then it is certainly worth doing.

Also, I hope that it can set a small example for those who are contemplating making a contribution in the future.

If you were talking to someone else about giving to IAAO, what would you tell them?

Contributions from one's own income is a very personal matter.

I would only share with them the reasons that I contribute and why I feel compelled to do so.

Hopefully, if they have shared in some of the same experiences that

► How has IAAO impacted YOU? Send your story to [Leann Ritter](mailto:Leann.Ritter@iaao.org), director, strategic partnerships.

IAAO is a 501(c)3 organization. Financial gifts are deductible to the extent of the law. To donate directly, see <https://www.iaao.org/store/donation.aspx>. For questions or more information, contact [Ashley Lathrop](mailto:Ashley.Lathrop@iaao.org), senior director of Business Innovation.

I have, it may have an influence on whether they choose to make a contribution.

What do you wish everyone knew about IAAO?

I wish everyone knew how much time and effort the staff put in at IAAO improving and innovating the organization.

Furthermore, there are hundreds of highly intelligent and motivated professional volunteers who contribute so much to our profession and to the IAAO. It is worth every moment to volunteer and get involved.

Anything else you'd like to share?

Always be willing to get out of your comfort zone or try something new.

IAAO membership is so much more than paying annual dues and taking educational courses

There are numerous volunteer opportunities to dive into and help improve this great organization.

More importantly, it is the chance to build some lifelong friendships that you cannot attach a dollar amount to.

KEVIN PRINE, RES, AAS, is chief deputy city assessor in Suffolk, Virginia, and a member of the IAAO Board of Directors representing Region 3.



2024 WEBINARS

DON'T MISS THESE UPCOMING WEBINARS FROM IAAO-U!

Everything You Need to Know About the 2024 Annual Conference (FREE)

Presented by: IAAO President Rebecca Malmquist, CAE
August 1, 2024 • Noon - 1:30 pm CST

The IAAO Library and You (FREE)

Presented by: Dr. Elizabeth Ferguson
August 7, 2024 • Noon - 1:30 pm CST

Small Jurisdictions' Answer to Ratio Studies

Presented by: Alan Dornfest, AAS, FIAAO
September 4, 2024 • Noon - 1:30 pm CST

Racial and Social Equity in Assessments

Presented by: Kevin Keene
October 2, 2024 • Noon - 1:30 pm CDT

Comparing Sold and Unsold Properties: The Ultimate Test for Assessed Values

Presented by: Luc Hermans and Marco Kuijper (Netherlands Council for Real Estate Assessment)
November 6, 2024 • Noon - 1:30 pm CDT

REGISTRATION FEE:
\$55 for IAAO members / \$77 for nonmembers.

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Sign up for the annual Legal Seminar

Registration is open for the 2024 IAAO Legal Seminar, set for Dec. 12–13 at the Swissotel in downtown Chicago.

The theme for the seminar is “Navigating Change,” and attendees will hear from industry experts on legal topics of interest to members of the assessment and property tax industry.

Registration

Attendees may [register online](#). Fees are \$600 for IAAO members and \$800 for nonmembers until Nov. 8.

From Nov. 8 to Nov. 29, fees increase to \$710 for members and \$950 for nonmembers.

After Nov. 29, the onsite registration rate is \$840 for members and \$1,130 for nonmembers.

Session information

Full session descriptions and a brochure will be available in September.

Presentation topics typically include recent property tax developments and cases of note, creating good property tax administrative practices, trial ethics, and ethics in governance.

Continuing education

Attendees will receive IAAO continuing education credits, and

IAAO will file for Continuing Legal Education credits for attendees requesting CLEs by Oct. 1.

The amount of CLE credit varies by state. Requests for CLE credit must be made no later than Oct. 1.

Hotel reservations

The Legal Seminar will take place at the Swissotel in Chicago. Attendees can now [reserve rooms](#), starting at \$164.

Designed by renowned Chicago architect Harry Weese, Swissotel Chicago is an award-winning luxury hotel overlooking the Chicago River and Lake Michigan, and just steps from the Magnificent Mile.

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Analysis: As housing values soar in Tennessee, property tax burden falling more on homeowners

BY ADAM FRIEDMAN

Tennessee counties are lowering their property taxes as housing values climbed to new highs over the past four years, but that doesn't necessarily mean smaller tax bills for homeowners.

In nearly every county across Tennessee, property tax rates have decreased during the required revaluation period, an analysis of county property value data compiled by the Tennessee Comptroller's Office shows.

But increasingly across the state, homeowners have to take on a higher share of the total property taxes paid in counties, as residential values go up much faster than the value of land and personal assets owned by businesses.

On average, residential property owners paid 22% more in real property tax dollars last year compared with 2019, while businesses paid 5.1% more.

The increase in taxes comes despite a state law designed to prevent counties from realizing gains in property values.

Counties reappraise the value of all the property within them to develop a new tax rate at least every six years, but often more frequently.

"In general, a local government can't recognize a revenue windfall as a result of their revaluation," said John Dunn, a spokesperson for the Tennessee Comptroller's Office.

"A certified tax rate is established so that the local government will bring in just about the same amount of revenue that they brought in before the revaluation

was conducted."

But this law is potentially ineffective at protecting homeowners from tax increases in an economic environment where house prices outpace commercial real estate.

For example, if you own a home worth \$100,000, the business next door owns \$100,000 in property and the county tax rate is 2%, then the homeowner pays \$500 in taxes and the business owner \$800.

This is because residential property is taxed at 25% of the overall rate and businesses at 40%.

If the house is reappraised at \$150,000 and business at \$125,000, the county is required to reduce the tax rate down to 1.45%.

But under the new tax rate, the homeowner pays \$544 in taxes and the business \$725.

The homeowner's taxes went up in real dollars by \$44 and the busi-

ness owner's were reduced by \$75.

The adjustment aims to balance the increased property value and the tax rate.

But it may not always be a perfect match for every property owner, particularly as home values across the country rise at unprecedented levels since the coronavirus pandemic.

The imbalance between residential and business property values is not specific to certain counties or regions in Tennessee, the Lookout's analysis found.

Across all three grand divisions, residential property is growing at about a 50% higher rate than property owned by businesses.

Across the United States, residential property values have significantly increased, while commercial properties have stagnated as more people shift to working from home,

lowering the value of office buildings.

But Tennessee's home values have increased faster than the national average as the state sees an influx of people from other regions combined with stricter zoning codes that have made it harder to build new housing for decades.

Some residential property value growth is also attributable to new residents as farmland is converted into houses, creating more value.

This rapid growth prompted the comptroller's office earlier this year to push for legislation allowing counties to reappraise every year.

But Republican lawmakers squashed the plan when counties opposed a cap on property tax increases of 2% a year.

During this year's reappraisal in counties such as Sumner and Jef-

erson, many property owners saw the value of their homes in need of renovation often double in value because of the demand.

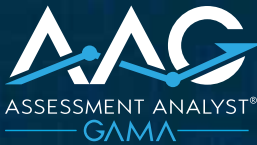
Jim Lance, a homeowner in Jefferson County, said his three-bedroom, four-bathroom house, which he bought in 2018 for \$578,000, increased in value to nearly \$927,000 during this year's reappraisal period.

Most of Lance's neighbors saw similar increases.

"We bought this house when we retired on a fixed income, and if our taxes go up, it will make it harder to afford," Lance said.

"It seems like the way property values and taxes are going, we're going to be priced out."

Tennessee Lookout is part of States Newsroom, a nonprofit news network supported by grants and a coalition of donors as a 501(c)(3) public charity.

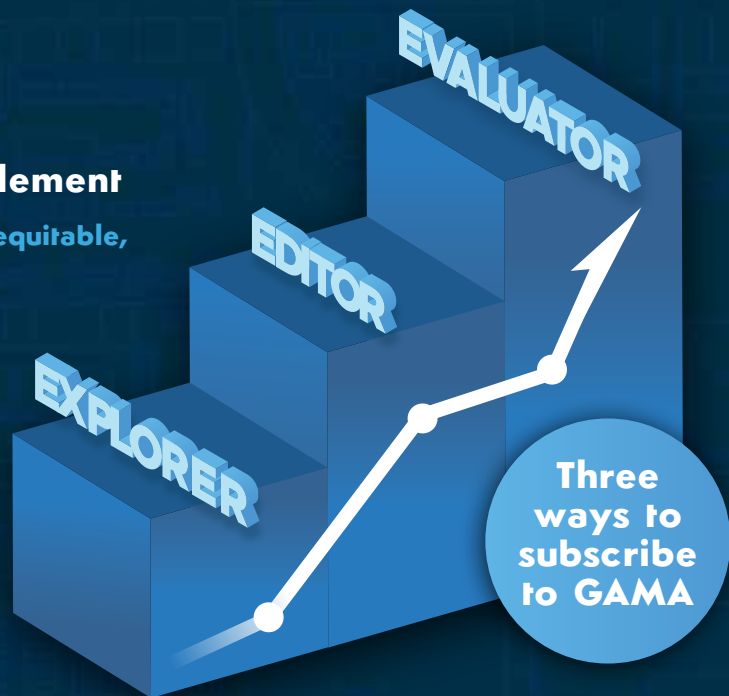


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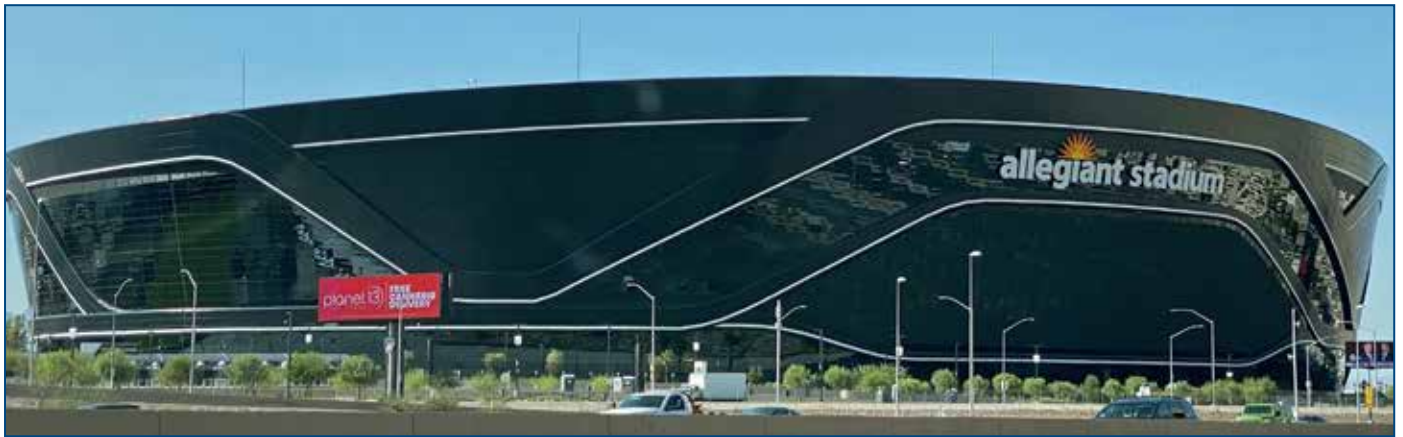
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Allegiant Stadium in Las Vegas is the new home of the NFL's Raiders.

The hidden value cities get from subsidizing stadiums

There are powerful arguments against cities spending lots of money on professional sports. On the other hand, the prestige of having home teams carries some tangible benefits.

BY AARON M. RENN

Economists and good-government advocates are united behind the idea that public subsidies for professional sports stadiums and teams are a bad deal for the cities that offer them.

This has been conventional wisdom for decades. Economist Mark Rosentraub wrote *Major League Losers: The Real Cost of Sports and Who's Paying for It* in 1996.

Neil deMause and Joanna Cagan wrote *Field of Schemes* in 2002. And it continues.

Dan Moore recently warned in *The Atlantic* that America is **about to start subsidizing another round of wasteful stadium projects.**

The anti-subsidy argument has a lot going for it.

One can question on philosophical grounds why governments should be subsidizing lucrative, billionaire-owned businesses.

Today's professional sporting events are priced so high that the average family struggles to pay for tickets and hot dogs.

The touted "economic impact" of stadiums is often illusory.

Money spent in these stadiums and arenas is money that probably would have been spent on entertainment elsewhere in the region.

It's merely being shifted from one type of consumption to another.

The jobs being created are largely



low paying and part time.

Many cities struggle to provide basic public services. The idea of imposing taxes to fund a luxury stadium project is, one would think, a dubious choice of priorities.

Yet there's a flip side.

There's a case that stadium and sports team subsidies actually have a positive return on investment when viewed as marketing expenses.

Consider the money cities spend on stadiums in the context of corporate spending on stadium naming rights. Corporations are seeking to maximize shareholder value.

While not all of their decisions are perfect, you can be assured there's a lot of scrutiny of any naming-rights expenditure totaling tens or hundreds of millions of dollars.

Companies across a wide range of industries have put their names on stadiums, among them Ford, Bank of America, T-Mobile, and AT&T.

According to sports journalist James Bisson, naming rights in the NFL alone have **increased in value** by 81% over the last 10 years.

Eleven teams are earning \$10 million or more per year from naming rights. Many of these deals have total amounts well north of \$100 million. Intuit **signed a \$500 million deal** for naming rights on an arena for the Los Angeles Clippers of the NBA.

If all these companies think it's good value to spend hundreds of millions to put their name on a stadium, then there's a good argument to be made that cities are getting value for the money.

Indeed, one of the best ways to think about stadium subsidies is as an implicit naming rights deal.

What the city is really paying for is the right to have the team be named after itself.

This is the best way to under-

stand a subsidy for an expensive new stadium.

When Las Vegas paid \$750 million toward the construction of Allegiant Stadium, that money also paid for the value to the city of changing the team's name from the Oakland Raiders to the Las Vegas Raiders.

The value of this team naming rights deal is far greater than that of the stadium, since the full team name is used far more often in media than the name of the stadium.

Consider how often the name of a city appears on television just because of sports.

It can easily be hundreds of times per week during the season. Everybody watching the NFL on Sunday is spending long periods of time staring at the city's name on the screen when the score is shown.

The cost of buying these media impressions would be enormous —



certainly far outstripping the cost of the sports stadiums.

This is especially valuable for small-market cities like Cincinnati, Kansas City, or Oklahoma City that otherwise would struggle to get their names in the national press on a regular basis.

Rochester and Buffalo have basically the same metro area population, but Buffalo has a stronger presence in the national mind and is seen much more as a big city, in part because it has football and hockey teams.

If we look at stadium subsidies as naming rights deals, then they arguably have a positive return on investment.

So, while the arguments against pro sports subsidies are powerful, there's another side to the story.

It helps explain why cities continue spending on stadiums.

AARON M. RENN is an urban analyst, consultant, and writer.

► This story was originally published May 30 by [governing.com](https://www.governing.com) and is reprinted with permission.

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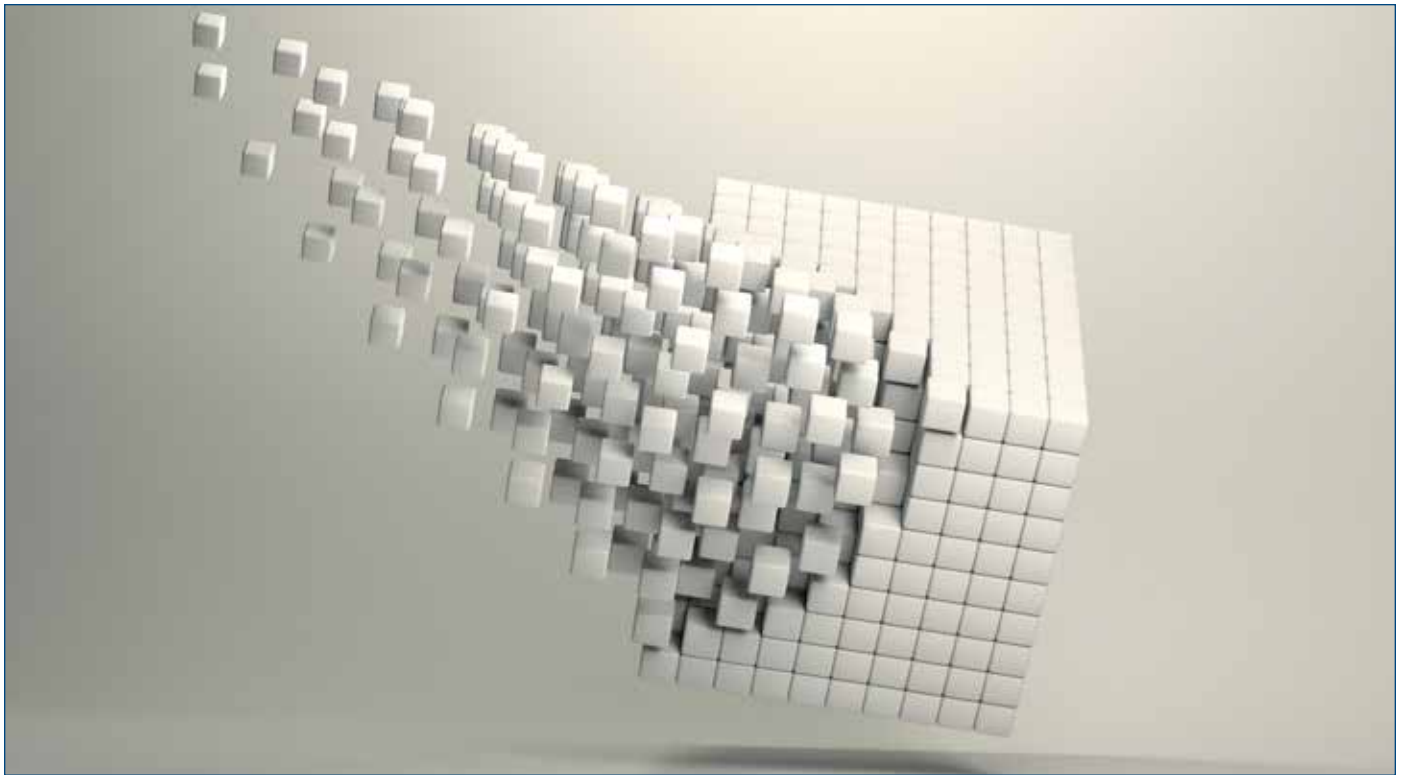
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Pictured: Mixed-use building "The Valley" in the Zuidas business district of Amsterdam

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Data, entropy, and repair: basic concepts in data governance

BY MARK C. COOKE

It is easy to take for granted the everyday objects around us. As a result, things we see, use, and experience are conceptualized as normal, and even worse absolute and immutable. It must be this way because it has always been this way. But this is not the case. Everything changes, and nothing persists forever. If you have the patience, and the interest, I want to tell you how this applies to data and systems, and why it is important to think about them differently.

In our industry, the primary place to store data was originally the ledger, a physical set of books containing the handwritten characteristics and notes

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about every property in the jurisdiction. When we moved forward technologically and digitized this information it was turned into essentially the same

thing, a static set of information that could be manually updated. Handwriting just changed to keystrokes. To a large extent, this concept of the database has yet to change. The idea seems to be the way it must be, but I assure you it has just been taken for granted.

If you will, this concept of the static database results in the data essentially being a snapshot. The first problem we encounter is that our world is constantly changing. The snapshot ages and degrades from the moment it is taken. Just after completion it no longer has the accuracy it had when we created it. The second problem is that the data representation was never perfect to begin with really. In every

case, data creation is rarely uniform, mistakes are inevitably introduced, and consistency is impossible to achieve. Thus, the database representation is flawed from the start, even though we rely on it to be the source of truth for every operation.

What we need is a self-correcting data storage solution. The ideal would be a system that could record a reflection of the real world. A reflection is a representation of the thing itself every time we look at it. A reflection as an image is the nearly perfect double of the object being reflected. It is truly the closest we can get without looking at the object itself. If you want to hang on for a few more paragraphs, I will try to tell you how we can get to where a database is a more honest reflection heading toward a perfect one.

Entropy

Entropy as a concept is the introduction of chaos into an ordered system over time. Entropy often occurs through the expenditure of energy, such as when a hot cup of coffee cools, or the wind blows shingles off the roof. It can also be introduced by an agent as well, such as a wrecking crew taking down a building, or my children destroying their perfectly clean rooms. Entropy is ubiquitous, it creates change and disorder across all systems and the only thing we can do is add more energy into the system to stem the impact.

In a database, entropy is introduced in several concrete ways. Migrating from one database to another, even a new version of the same system can cause unmeasured data loss. Changing data types, like changing a number to a string, can have impacts that are hard to detect initially, but ultimately ruin the consistency of our data. Manual data entry and data deletion introduces all manner of mistakes and degrades accuracy. Not the least impactful form of entropy are the uncaptured changes in the real world that cause the database to drift from alignment and truthfulness.

Repair

The only counter to entropy, as stated before, is to put energy back into the system. In order to correct the database we must invest in its repair. Typically in our industry this involves two major types; the physical canvas of businesses, and the revaluation process augmented by mapping updates and remeasurements. In the software and data analytics world we would call these “brute force” methods where we apply people, time, and tools to review every line and every entity.

This is expensive. At points in every database’s life it is necessary nonetheless. However, how long can we prolong the brute force necessity by simply repairing the data and returning our image to a closer representation of the real world? The upside is that technology is getting better and the possibilities much more accessible to do exactly this. The other upside is that data is becoming more readily available and “open,” and the techniques to access and incorporate it more readily achievable without large infrastructure and technology costs.

Data governance

For me, this discussion on entropy and repair is a large pillar of data governance. Accuracy is of the utmost for fairness, equity, and to ensure total value capture. Of course, we also have to consider issues around security, accessibility, and the recoverability of lost data, but those aren’t as important for this discussion. The question I am posing is what are the methods, tools, and techniques that we can use to slow entropy, repair our database, and realign it as a closer reflection of reality?

There are existing tools with relatively low barriers to entry for data cleaning and engineering. A simple solution is to build some best practices around the standardization of data, then use these tools to enforce them. I have been talking about the open source KNIME platform (www.knime.com)

for more than a decade in exactly this manner. It may seem mundane, but ensuring that addresses are uniform for example (e.g. ST versus Street) helps tremendously in other tasks such as matching and analyzing data. We can also root out missing data, locate corrupt information (e.g. missing Street Numbers), and find and correct the MULTIPLE or VARIOUS entities.

In conjunction, we can use those same tools to also build API’s (Application Programming Interface) with various data sources. An API is simply a piece of software that asks for data from a data source and knows how to receive and parse it. Mapping API’s are some of the most popular and can return clean formatted addresses and geolocation information. A more involved approach could reach out to data sources for real estate transactions, commercial and residential, to return information about square footage, bedrooms and baths, and other detailed information that would have otherwise required a site visit. Being creative with available data is central to success in this process.

Getting closer

All in all, the point is to poll data and review it without ever leaving our office. All we need are people who are good with data, interested in the subject matter, and creative enough to derive the right solution for each challenge. The long term impact is immense. Think about it this way; if you can automate some of these solutions, then you have created a self-repairing database that continues to autonomously realign itself with the real world. Return mail rates decrease dramatically. There are fewer mistakes sent out to the public. All value is captured and all businesses are in compliance. It would be as if we were one step closer to having our data be an actual reflection of the world.

MARK C. COOKE, Ph.D., is chief executive officer of Reason Consulting Corp.

DIRECTOR OF REGIONAL ASSESSING

CUMBERLAND COUNTY MAINE REGIONAL ASSESSING OFFICE

PORTLAND, MAINE, UNITED STATES

DESCRIPTION

The Cumberland County Maine Regional Assessing Office oversees the annual real and personal property assessing services for six communities (Gorham, North Yarmouth, Casco, Yarmouth, Falmouth and Baldwin) in Cumberland County, Maine.

The department is staffed with 7.5 employees, handling the work for six communities.

The office just completed revaluations in Falmouth and Gorham and is undergoing a revaluation in Casco currently. Revaluations are contracted out by each community and the office works with the contracted party for implementation.

Each town hall has an assessing liaison that provides support between the Regional Assessing Office and town hall.

JOB PURPOSE

This is professional services work responsible for determining the valuation of specific municipal exempt and taxable, real and personal property.

The Assessor's duties and responsibilities are mandated by state statute, primarily MRSA Title 36. This position involves extensive public contact, and considerable independent professional judgment and initiative.

MAJOR RESPONSIBILITIES:

- Directs, plans, and organizes the work of the assessing department in order to ensure municipal properties are assessed in compliance with state law, and applicable regulations.
- Manages Assessing department staff, including regular performance evaluations, oversight of staff activities, and administration of all staff duties.
- Performs on-site inspections of land and buildings in order to gather data related to location, value, use, and building characteristics. Appraises and evaluates



- properties.
- Conducts inspections and reviews taxable personal property listings in order to determine the assessed value of machinery, equipment, furniture and fixtures.
- Researches recorded deeds provided by the County Registry to establish the owner of the record and to determine the correct tax liability.
- Completes annual assessment work in accordance to MRSA Title 36 mandates; prepares annual commitment warrant and certification to the municipal Tax Collector & Treasurer; calculates the municipal tax rate and completes annual ratio study used for the State Valuations.
- Maintains accurate assessment records, including computerized data on all land, buildings and personal property. Adjusts property record cards and maps to reflect transfers of real estate and adjusts assessment records accordingly
- Maintains positive public relations by responding to specific municipal taxpayer inquiries regarding assessments, parcel boundaries, exemptions, value estimates, laws and regulations, etc., via owner, real estate broker, attorney, surveyor, or potential buyer. Reviews and processes property owner's requests for assessment changes.
- Maintains State's assessment standards of a Coefficient of Dispersion less than 20 and a Sales ratio between 70% and 110%.
- Creates new valuation model for specific municipalities for periodic revaluations.
- Processes and compiles annual municipal tax maps changes for new lots, acreage, boundary line changes, street names and numbers, subdivision lot numbers and new building footprints.
- Processes municipal annual Tree Growth, Farmland, Open Space, Homestead,

Veteran, Blind and Institution property tax exemptions. Calculates and assesses Tree Growth penalties.

- Submits department annual budget request to the County Manager and provides other reports on departmental activity as required. Determines accurate assessments for annual collection of municipal property taxes as the specific municipality's primary revenue source.
- Executes official documents as required by Law.
- Attends meetings of Boards of Assessment Review as needed; makes reports and recommendations to the Board as required.

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with inspiring leadership, a positive and friendly workplace, support, encouragement and the necessary tools for success. We offer tuition reimbursement, wellness program, and professional development and training opportunities.

This position is 40 hours per week, with a full benefits package.

The starting salary range is between \$55.01/hr and \$60.87/hr and is commensurate with experience. Cost of living increases are provided each July (budget approved) and the County offers an annual longevity increase.

The position will remain open until filled.

Cumberland County is an Equal Opportunity/Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, sexual orientation, gender identity, disability, or protected veteran status.

DEPUTY CITY ASSESSOR

CITY OF LYNCHBURG

LYNCHBURG, VIRGINIA, UNITED STATES

DESCRIPTION

The city of Lynchburg is seeking a Deputy Real Estate Assessor to supervise the appraisal activities of the Appraisal staff, and review their appraisal methods and practices as prescribed by the City Assessor.

JOB RESPONSIBILITIES

Job responsibilities include but are not limited to:

- Assist the City Assessor in the appraisal of commercial and residential properties
- Prepare prescribed assessment performance measures, statistics and reports.
- Develop and direct the training of appraiser hires

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- Review complaints, including those received by subordinate staff concerning re-valuations and make recommendations to the City Assessor
- Review the appraisal activity in each area of the City with the City Assessor for general reassessment.

REQUIREMENTS

This position requires a bachelor's degree from a four-year college or university supplemented by courses in real estate, economics, finance, accounting, law or a related field, and possession of a valid drivers licensed issued by the Commonwealth of Virginia.

A preferred candidate will possess a Certified General license with a minimum of three years of supervisory experience and/or a CAE designation from IAAO.

Starting salary depending on qualifications.

[Learn more](#) about the benefits offered by the City of Lynchburg.

GIS APPLICATION SUPERVISOR

THE DALLAS CENTRAL APPRAISAL DISTRICT

DALLAS, TEXAS, UNITED STATES

DESCRIPTION

The Dallas Central Appraisal District is seeking a highly motivated and experienced GIS Application Supervisor to join our team. As a GIS Application Supervisor, you will be responsible for overseeing the development, implementation, and maintenance of GIS applications. You will also be responsible for supervising a team of GIS professionals and ensuring that all projects are completed on time and within budget.

If you are a self-starter with a passion for GIS and a desire to lead a team of professionals, we encourage you to apply for this exciting opportunity. We offer a competitive salary, comprehensive benefits package, and a dynamic work environment.

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ESSENTIAL DUTIES AND RESPONSIBILITIES:

Candidate will assist in GIS programming projects in collaboration with appraisal and technical staff and support GIS application development for multiple platforms. Candidate will share some supervisor responsibilities with the Mapping Supervisor over a team of seven GIS Specialists.

REQUIREMENTS

- A minimum of two years' experience developing in a standard geospatial industry development language (e.g., C#, .NET, JavaScript API 3.x and 4.x, HTML5/CSS) and frameworks for both desktop and web platforms.
- Strong leadership and project management skills

- Excellent communication and interpersonal skills
- Ability to work independently and as part of a team
- Strong problem-solving and analytical skills

PREFERRED

A bachelor's degree in geographic information systems or related field with at least five years of relevant experience or equivalent combination is preferred.

PHYSICAL & MENTAL ABILITIES:

The position requires the ability to concentrate on assigned tasks and the ability to manage time effectively in order to meet production and quality objectives. Incumbent must be able to operate office equipment including computers (keyboard and touch) and calculators. Incumbent must be able to communicate clearly on the telephone and face to face, including the ability to ask questions that will bring forth the information needed to make sound decisions.

At the Dallas Central Appraisal District fairness and equality are the core of who we are. We are committed to inclusion across race, gender, age, religion, identity, and experience.

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+ MEMBER NEWS

► New Designees

AAS

ASSESSMENT ADMINISTRATION SPECIALIST



COREY R. FULLER, RES, AAS, earned the Assessment Administration Specialist designation. He is Residential Appraiser II with Fairfax County, Virginia. He's been in the profession for five years and holds a Bachelor of

Arts degree from Life Pacific University in San Dimas, California.



TRACY M. GAANEY, AAS, earned the Assessment Administration Specialist designation. She is a commercial appraiser with the Cleveland County (Oklahoma) Assessor. She's been in the profession for

four years and is a member of the IAAO Oklahoma Chapter.

TIMOTHY GRASS, AAS, earned the Assessment Administration Specialist designation. He is a commercial supervisor with the Tulsa County (Oklahoma) Assessor. He's been in the profession for 13 years and holds a Bachelor of Arts degree from the University of Tulsa.



CARMEN TRAMMELL, AAS, earned the Assessment Administration Specialist designation. She is director of ownership records with the Leon County (Florida) Property Appraiser's Office. She's been in the profession

for three years and holds a Bachelor of Science degree from Florida State University in Tallahassee.

CAE

CERTIFIED ASSESSMENT EVALUATOR



JUSTIN W. DECKER, CAE, earned the Certified Assessment Evaluator designation. He is an appraiser with the Washington County (Utah) Assessor's Office. He's been in the profession for 17 years and holds an MBA

from Southern Utah University in Cedar City.



TOM T. NELSON, CAE, earned the Certified Assessment Evaluator designation. He is the commercial supervisor with Dakota County, Minnesota. He's been in the profession for 20 years and holds a Bachelor of Science de-

gree from Minnesota State University-Mankato.

CMS

CADASTRAL MAPPING SPECIALIST

WILLIAM H. O'BRYANT, CMS, earned the Cadastral Mapping Specialist designation. He is deputy assessor with the Ouachita Parish (Louisiana) Assessor. He's been in the profession for 15 years and holds a Bachelor of Science degree in psychology from the University of Louisiana-Monroe.

CINDY THARNEY, CMS, earned the Cadastral Mapping Specialist designation. She is the GIS/mapping manager with Sumter County (Florida) Property Appraiser's Office. She's been in the profession for 23 years.

PPS

PERSONAL PROPERTY SPECIALIST



NICHOLAS WILSON BASSIS, PPS, earned the Personal Property Specialist designation. He is Appraiser Analyst IV with the Oregon Department of Revenue. He's been in the profession for 10 years and holds a Bachelor

of Arts in political science from Hawaii Pacific University in Honolulu.



LORENZA SMITH, PPS, earned the Personal Property Specialist designation. He is the tangible personal property supervisor with the Leon County (Florida) Property Appraiser's Office. He's been in the

profession for 27 years.

RES

RESIDENTIAL EVALUATION SPECIALIST



ROBERT T. BLACKBURN, RES, earned the Residential Evaluation Specialist designation. He is Real Estate Appraiser III with the city of Richmond, Virginia. He's been in the profession for five years and

holds a Bachelor of Science in business administration, with a concentration in finance and real estate, from Longwood University in Farmville, Virginia.



CHARLES ISAAC GIBSON, RES, earned the Residential Evaluation Specialist designation. He is Field Appraiser II, Residential Valuations, with the Orange County (Florida) Property

Appraiser's Office. He's been in the profession for four years and holds a Bachelor of University Studies degree from Middle Tennessee State University in Murfreesboro.



KATHY LEFFORGE, RES, earned the Residential Evaluation Specialist designation. She is senior valuation appraiser with the Bexar County (Texas) Appraisal District.

She's been in the profession for 30 years and holds a bachelor's degree in business administration from the University of Texas in Arlington.

CHERYL A. LONERGAN, RES, earned the Residential Evaluation Specialist designation. She is a commercial senior specialist with the Montgomery County (Tennessee) Assessor of Property. She's been in the profession for nine years and holds a Bachelor of General Studies degree from Louisiana State University in Baton Rouge.



THOMAS LEE NADEAU, RES, earned the Residential Evaluation Specialist designation. He is a field operations supervisor with the Montgomery County (Tennessee) Assessor's Office. He's been in the profession for eight years.



ROBERT L. WEAVER, RES, earned the Residential Evaluation Specialist designation. He is senior commercial appraiser with York County, South Carolina. He's been in the profession for 22 years and

holds a Bachelor of Arts degree in business administration from Belmont Abbey College in Belmont, North Carolina.

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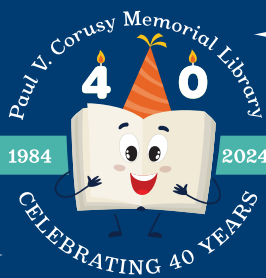
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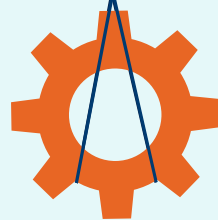


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