

SENIOR PROPERTY APPRAISER 1

Recruitment #2103-0373DC-001

List Type	Original
Requesting Department	ASSESSORS OFFICE
Open Date	3/22/2021 2:35:00 PM
Filing Deadline	4/12/2021 11:59:00 PM
HR Analyst	Nola Nelson

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INTRODUCTION

The City of Milwaukee is proud to employ a diverse workforce that is committed to providing exemplary service to the City's residents. If you have a passion for being a part of an inclusive team of public servants, please consider the following opportunity.

Located on the western shore of Lake Michigan, Milwaukee is an urban hub bursting with energy. Milwaukee provides a casual sophistication – big city appeal without the big city hassles. We are accessible and affordable, and our residents are welcoming. Milwaukee has evolved through the years, bringing together its unsurpassed old world charm with a breathtaking Art Museum, top-flight arts and cultural attractions, professional sports, lakefront festivals, recreational opportunities, and great restaurants.

PURPOSE

Under the direction of the Assessment Division Manager, the Senior Property Appraiser I inspects all classes of properties for sale, permit and valuation review.

Careers with the Milwaukee Assessor's Office

What an exciting time to be part of Milwaukee's renaissance! With approximately 160,000 properties in the City of Milwaukee, the Assessor's Office has a big job completing its annual assessment. Fortunately, the Assessor's Office is comprised of a professional, diverse team whose job it is to accurately and fairly value all taxable property in compliance with legal requirements as well as to provide service to the public, other city departments, and public agencies.

If you are someone who enjoys performing field work, meeting new people, learning about Milwaukee's varied neighborhoods, serving the public, using state-of-the-art technology, and being part of a helpful team, an assessment career with the Milwaukee Assessor's Office may be just what you are seeking! In addition to rewarding work, team members enjoy job security, fair salaries, excellent benefits, variety, flexibility, and educational and promotional opportunities. Consider a career with the Milwaukee Assessor's Office!

ESSENTIAL FUNCTIONS

Appraisal and Inspection

- Analyze and list all properties within the City of Milwaukee.
- Estimate equitable market values for the production of an annual assessment roll.
- Appraise real, personal and commercial property for assessment purposes using the cost, market and income approaches.
- Review estimated market values provided by the Assessor's Office Valuation Systems and finalize property values.
- Inspect property (residences and commercial buildings), new construction and major improvements to existing structures to establish value. Prepare documentation of completed inspections.

Analysis, Review, Recommendations and Records

- Analyze trends in sales prices, construction costs and rents in order to assess property values and determine accuracy of assessments.
- Perform assessment reviews and investigate assessment appeals. Make recommendations to the Board of Assessors. Present testimony before the Board of Review and Circuit Court.
- Classify property by its use, according to the Assessor's Office standards.
- Gather information about property by communicating with buyers and sellers, fielding sales, conducting rental surveys, examining leases, noting building occupancy and obtaining other economic information necessary to estimate market values of real property.
- Maintain all office forms, reports and records.

Customer Focus

- Provide prompt, courteous and customer focused service, information and assistance to departmental employees, the public, other city departments and other agencies; handle inquiries from property owners in person, over the phone and by email.
- Explain assessed values to property owners, leasing agents, managers and legal representatives.

We welcome qualified individuals with disabilities who are interested in employment and will make reasonable accommodations during the hiring process in accordance with the Americans with Disabilities Act (ADA) of 1990, as amended by the Americans with Disabilities Act Amendments Act (ADAAA) of 2008.

CONDITIONS OF EMPLOYMENT

- Must be able to visually see details of properties during inspections.
- Must be able to physically lift and move up to 10 pounds unassisted on occasion.
- Based upon each department's responses to the COVID-19 pandemic and the needs of each department, employees may be expected to work from home intermittently or continuously.

MINIMUM REQUIREMENTS

SENIOR PROPERTY APPRAISER 1

1. Certified General Appraiser license at time of application. For more information on the Certified General Appraiser license go to: <https://dsps.wi.gov/pages/Professions/AppraiserCertifiedGeneral/Default.aspx>

AND

Certification by the State of Wisconsin at the Assessor II level under the State Assessor's Certification Program within six months of appointment and throughout employment. For more information on the State of Wisconsin Assessor II level certification go to: <https://www.revenue.wi.gov/Pages/Training/assessor-certification.aspx>

-OR-

Bachelor's Degree from an accredited college or university with a major in Real Estate, Business Administration, Finance, Economics, Communications, Graphic Information Systems (GIS), Geography or a closely related field, including at least one successfully completed course in Real Estate.

AND

Four years of professional appraisal experience; of which two years must be in an Assessor's Office.

AND

Certification by the State of Wisconsin at the Assessor II level under the State Assessor's Certification Program at time of appointment and throughout employment. For more information on the State of Wisconsin Assessor II level certification go to: <https://www.revenue.wi.gov/Pages/Training/assessor-certification.aspx>

Equivalent combinations of education and experience may also be considered.

2. Valid driver's license and availability of a properly insured personal vehicle for use on the job required at time of appointment and throughout employment. Mileage reimbursement is provided.

NOTE: To receive credit for the Certified General Appraiser license or the State of Wisconsin Assessor II level (or higher) certification or the State of Wisconsin at the Assessor II level certification, (as designated in #1 above), the applicable credential must be attached to the application by the application period closing date to be considered for the Senior Property Appraiser I position. Applications without the applicable credential attached will be considered incomplete and will be rejected.

IMPORTANT NOTE: To receive credit for college coursework, transcripts are required and must be received by the application period closing date. Transcripts should be attached to your online application. Applications without transcripts attached will be considered incomplete and may be rejected. Student/unofficial copies are acceptable; however, your transcript must be legible and include your college/university name, your name, the degree completed (if applicable) and the date completed.

DESIRABLE QUALIFICATIONS

- International Association of Assessing Officers designation.
- Ability to provide interpretation for Spanish or Hmong speaking clients.

KNOWLEDGE, SKILLS, ABILITIES & OTHER CHARACTERISTICS

Technical

- Knowledge of the principles, methods and techniques of real, personal and commercial property assessment and valuation.
- Knowledge of basic mathematics such as addition, subtraction, multiplication, and division.
- Knowledge of materials and methods involved in the construction and repair of houses and buildings.
- Knowledge of property tax laws and regulations.
- Knowledge of computer applications and software such as Excel, Word and Outlook.
- Ability to use computer equipment and software such as a computer, scanner, copier, digital camera and phone.
- Ability to interpret and apply the provisions of Wisconsin State Statute Chapter 70.

Communication and Interpersonal

- Ability to accurately communicate information to residents, co-workers and other interested parties.
- Written communication skills to develop professional/technical correspondences and reports.
- Ability to effectively manage electronic communications.
- Interpersonal skills to develop and maintain effective working relationships with diverse groups of people.
- Ability to work cooperatively and fairly with people whose backgrounds may differ from one's own.

Judgement and Responsibility

- Planning and organizing skills to accomplish goals and meet objectives.
- Judgment and decision making skills.
- Problem solving and problem recognition skills.
- Ability to work effectively under stress.
- Ability to work under statutory and office deadlines.
- Ability to travel to work locations throughout the City.
- Ability to work independently and as part of a team.

CURRENT SALARY

Senior Property Appraiser 1

The current salary range (Pay Range 2HN) is **\$63,232-\$67,102** annually, and the resident incentive salary range for City of Milwaukee Residents is **\$65,129-\$69,115** annually. *Recruitment is at the Senior Property Appraiser 1 level however, placement above the minimum of the footnoted Senior Property Appraiser 1 salary range is allowed commensurate with experience and credentials with approval.*

NOTE: Promotional salary increases are at the minimum rate of pay for each specified Senior Property Appraiser title and appointments will be made in accordance with the City of Milwaukee salary ordinance.

See salary range chart below:

Level	Salary Range	Resident Incentive Salary Range	Property Appraiser Promotional Series
<i>Senior Property Appraiser 1</i>	<i>\$63,232-\$67,102</i>	<i>\$65,129-\$69,115</i>	<i>Recruitment above the minimum is allowed commensurate with experience and credential with approval.</i>
<i>Senior Property Appraiser 2</i>	<i>\$67,200-\$71,313</i>	<i>\$69,216-\$73,452</i>	<i>Senior Property Appraiser 2 is a promotional opportunity for Senior Property Appraiser 1. The promotional increase shall be to the minimum rate of the pay for this title.</i>
<i>Senior Property Appraiser 3</i>	<i>\$71,417-\$75,275</i>	<i>\$73,559-\$77,533</i>	<i>Senior Property Appraiser 3 is a promotional opportunity for Senior Property Appraiser 1 and 2. The promotional increase shall be to the minimum rate of the pay for this title.</i>
<i>Senior Property Appraiser 4</i>	<i>\$75,899-\$80,544</i>	<i>\$78,176-\$82,961</i>	<i>Senior Property Appraiser 4 is a promotional opportunity for all Senior Property Appraiser titles. The promotional increase shall be to the minimum rate of the pay for this title.</i>

Benefits

The City of Milwaukee provides a comprehensive benefit program that includes the following:

- Defined Benefit Pension Plan
- 457 Deferred Compensation Plan
- Health and Dental Insurance
- Comprehensive Wellness Program
- Onsite Clinic Services
- Onsite Employee Assistance Program
- Alternative Work Schedules
- Long Term Disability Insurance
- Group Life Insurance
- Tuition Benefits
- Paid Vacation
- 11 Paid Holidays
- Paid Sick Leave and other paid leaves
- Flexible Spending Arrangement
- Commuter Value Pass

For full details of the benefits offered by the City of Milwaukee, please visit:
<https://city.milwaukee.gov/ImageLibrary/Groups/derAuthors/Benefits-/2020/2021COMOEACTIVEGuide10.6.20FINAL.pdf>.

SELECTION PROCESS

THE SELECTION PROCESS will be job related and will consist of one or more of the following: education and experience evaluation; written, oral, or performance tests, or other assessment methods. The Department of Employee Relations reserves the right to call only the most qualified candidates to oral and performance examinations. Oral examinations may include written exercises. Selection process component weights will be determined by further analysis of the job.

INITIAL FILING DATE - The examination will be held as soon as practical after **Monday, April 12, 2021**. Receipt of applications may be discontinued at any time after this date without prior notice. However, recruitment may continue until the needs of the City have been met. Qualified applicants will be notified of the date, time, and place of the examination. Unless otherwise required by law, the City of Milwaukee will not provide alternative test administration. The applicant is responsible for attending all phases of the job selection process at the time and place designated by the City of Milwaukee.

SELECTION PLAN

- APPLICATIONS and further information may be accessed by visiting www.jobaps.com/MIL.

- If you would like assistance completing an application, please contact the Department of Employee Relations at (414) 286-3751 or staffinginfo@milwaukee.gov.
- The Department of Employee Relations is located in City Hall, 200 E Wells St, Room 706, Milwaukee, WI 53202.

CONCLUSION

EEO Code = 207

The City of Milwaukee values and encourages diversity and is an equal opportunity employer.