

Assessor Reorganization

Samuel A. Walker

City Assessor

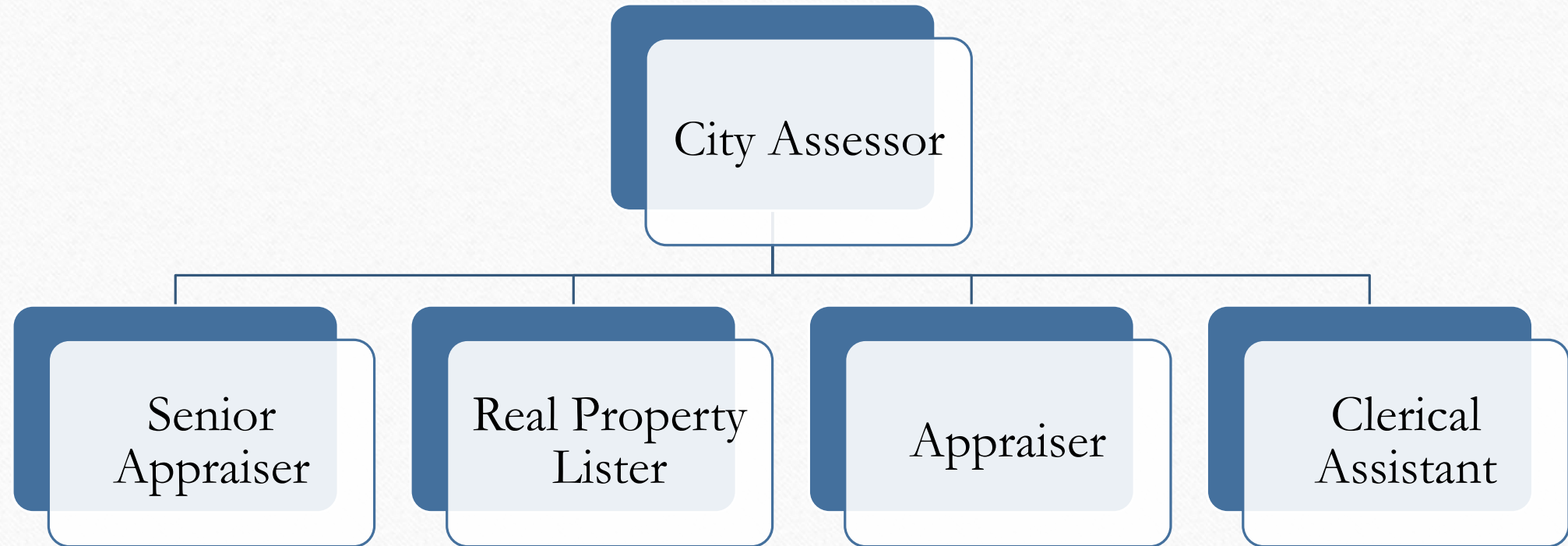
Why Reorganize?

- Commercial Appraiser retired.
 - Unable to find any qualified appraisers for the position for the pay that is offered.
 - Milwaukee offers more for a commercial appraiser, and Brookfield offered at or more for a residential appraiser.
- Real Property Lister retiring.
 - Unlikely to be able to find someone who can do both property listing and residential appraising for the pay that is offered.
 - Appraiser is needed more than a lister, and County would require \$92k to take on the listing responsibilities.

The Challenges

- Being able to continue the high level of service for both commercial appraising, real property listing, and residential appraising with the resources available.
- Limited staff to take on additional responsibilities.
- Budgetary restraints to add either a full-time employee or pay County to take on listing responsibilities.

Current Organization



The First Proposed Change



The Second Proposed Change

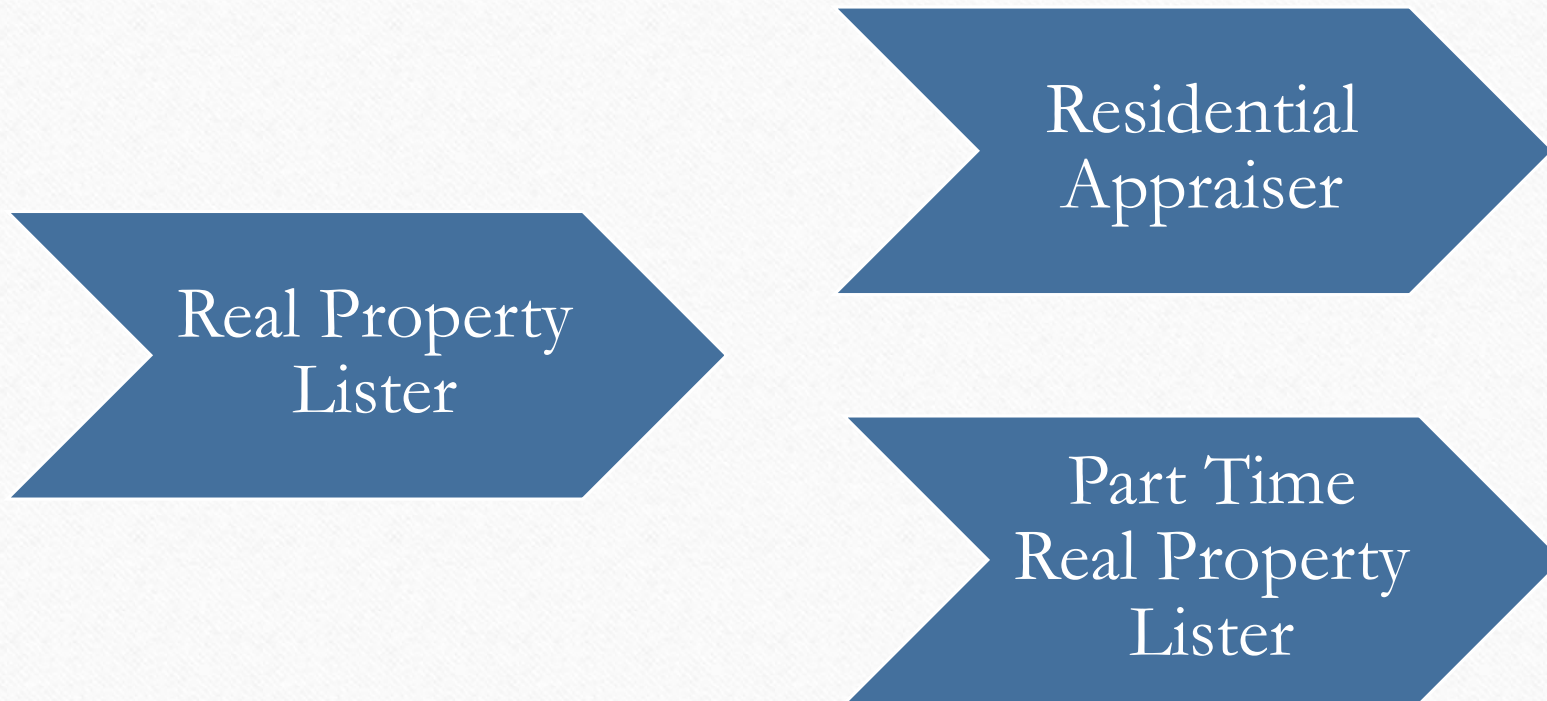


Clerical
Assistant

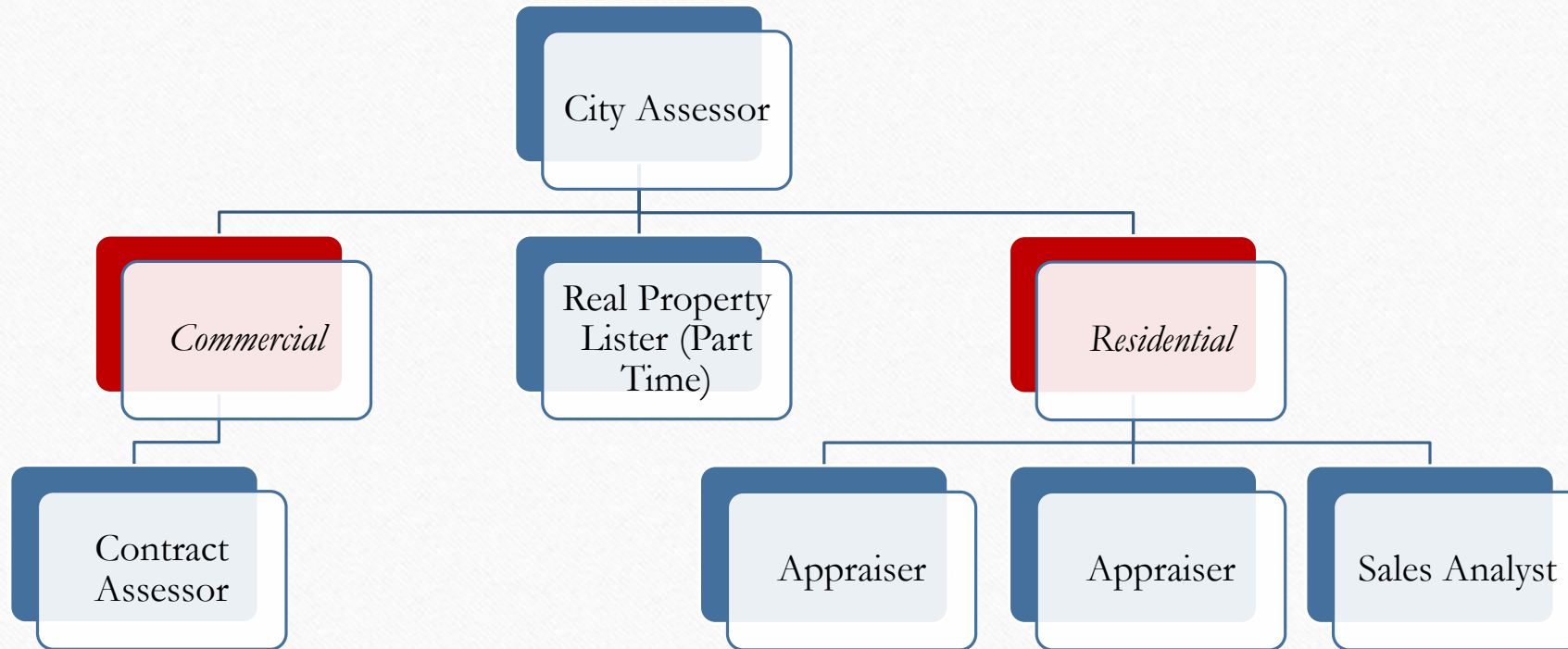


Sales
Analyst

The Third Proposed Change



Proposed Organization



Side by Side Comparison

2024 Budget	
Total Wages	\$ 392,787
FICA	\$ 30,048
Pension ER	\$ 27,104
Health	\$ 80,679
Dental	\$ 3,396
Life	\$ 1,847
	\$ -
	<u>\$535,861</u>

Proposed	
Total Wages	\$ 321,127
FICA	\$ 24,566
Pension ER	\$ 22,158
Health	\$ 71,961
Dental	\$ 3,024
Life	\$ 663
Commercial Contract	\$ 64,800
	<u>\$508,299</u>

Difference
\$ (71,660)
\$ (5,482)
\$ (4,946)
\$ (8,718)
\$ (372)
\$ (1,184)
\$ 64,800
<u>\$ (27,562)</u>

2024 Budget		
Position	Grade	FTEs
Assessor	14	1.00
Real Property Lister	8	1.00
Senior Appraiser	8	1.00
Appraiser	6	1.00
Clerical Assistant	4	1.00
		<u>5.00</u>
Full Time Equivalent		5.00

Proposed		
Position	Grade	FTEs
Assessor	14	1.00
Real Property Lister	8	0.50
Appraiser	6	1.00
Appraiser	6	1.00
RE Sales Analyst	4	1.00
		<u>4.50</u>

Difference
(0.50)

Performance Measures

Value added based on permits and sales

- Annual net new construction comparisons

Number of appeals (Open Book and BOR)

- Value decrease based on settled Open Book appeals

Statistics

Performance Questionnaires to property owners

Conclusions

- The proposed organization would require contracting out all commercial appraising responsibilities. The costs of contracting are less than the bottom of the pay range plus benefits.
- All responsibilities can be addressed, and a high level of service will be still made available.
- The costs incurred post-reorganization will most likely be less than the current structure.
- 4-5% reduction in overall annual budget.