

FAIR+EQUITABLE

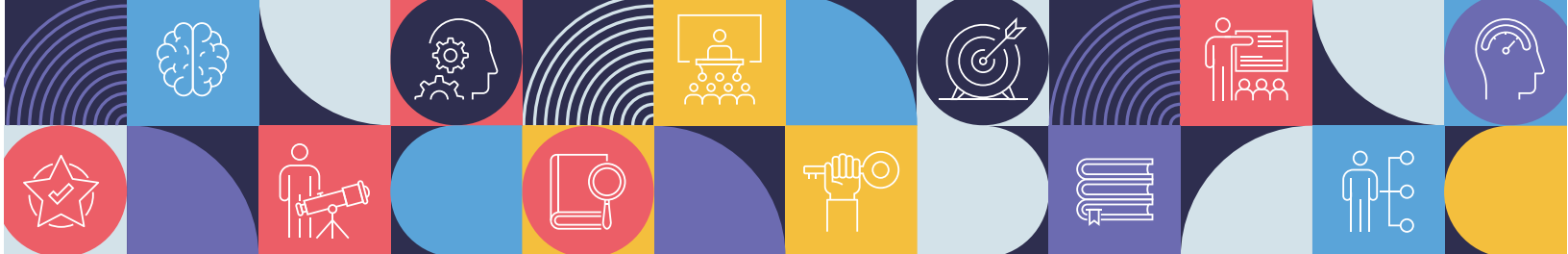
JUNE 2026 | VOLUME 24 | NUMBER 5

Heading off to **CALGARY**

The 2026 Annual Conference is set for Oct. 13–16 at the Calgary TELUS Convention Centre in Alberta, Canada. | **PAGE 6**

PLUS

- A conference in Canada? Don't let cost hold you back
- The 2026 Annual Conference schedule of sessions
- When the boss steals the credit



ACCEPTING APPLICATIONS FOR THE IAAO MENTORSHIP PROGRAM

VALUE **IN** EXCHANGE

MENTORSHIP PROGRAMS HAVE THE POWER TO ACCELERATE SELF-DEVELOPMENT, CAREER PROGRESSION, AND OVERALL CONFIDENCE FOR EACH PARTICIPANT.

BENEFITS OF MENTORING:

- Becoming a good listener
- Learning the art of delivering feedback
- Paying it forward

BENEFITS FOR MENTEES:

- Learning to self-reflect
- Learning from others' experiences
- Having an advocate

ADDITIONAL BENEFITS FOR PARTICIPANTS:

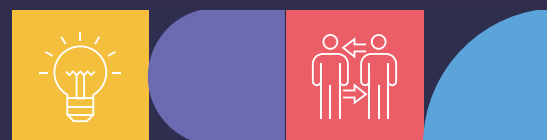
- Increasing self-confidence
- Increasing self-awareness
- Developing leadership skills

IAAO IS NOW ACCEPTING APPLICATIONS FOR VALUE IN EXCHANGE.

IAAO members interested in participating as mentors and/or mentees are encouraged to apply at learn.iaao.org/apply



ASSESSORS' CENTER OF EXCELLENCE





6 CALGARY IN THE FALL: CRISP AIR, GOLDEN LEAVES, GORGEOUS VIEWS



INTRODUCING THE IMPACT CIRCLE

The Impact Circle Reception at the Annual Conference will celebrate those investing in the future of assessment administration.



THE 3 O’CLOCK PROBLEM

How AI can help meet the challenges of reconciling different government systems in property tax assessments

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Many employees will face this problem at some point in their careers.

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Member news: job postings, new designees, etc.



IAAO
INTERNATIONAL ASSOCIATION
of ASSESSING OFFICERS
Valuing the World

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IAAO.ORG



“Working with other industry associations, whether in North America or overseas, is important for our views to be heard.”

BILL HEALEY, RES

IAAO President

The year is shaping up to be a truly international year for IAAO.

The annual conference is in Calgary, Canada; the International Research Symposium will be in Dublin, Ireland; and IAAO representatives are participating in industry and property tax conferences worldwide.

Registration for IAAO’s annual conference, Oct. 13–16, opened in late April, and already more than 400 people have registered.

The conference is later this year and there is great interest in attending. I am looking forward to it.

In addition to the usual great sessions, networking, and exhibits we have all come to expect, the IAAO Local Host Committee has scheduled special excursions before and after

the conference to give attendees the true Calgary experience.

First, on Tuesday, before the Welcome Reception (remember the conference start moves from Sunday to Tuesday), there will be Curling 101 and on Saturday, there will be a self-guided trolley trip to Banff.

The Local Host Committee is handling registration for both optional events, and links are available on the conference webpage.

Just a little over six weeks after the conference in Canada, IAAO will be in Dublin for the International Research Symposium, co-hosted by the International Property Tax Institute.

IAAO and IPTI work together to publish the *Journal of Property Tax Assessment and Administration* (a new issue will be released soon) and

jointly host the virtual Mass Appraisal Valuation Symposium each June.

In 2024, IAAO and IPTI joined to offer the IRS in Amsterdam, and more than 80 people attended the two-day conference. We are working on the programming for this year's IRS event, which will have the theme "The Future of Property Tax and Valuation: A Global Perspective." Registration will open soon.

Register now for MAVS

And there's time to register for MAVS, June 24-25.

The symposium, "Current Challenges and Opportunities for Mass Appraisal," will cover a number of topics, including geographically weighted regression (GWR) vs. multiscale GWR (MGWR); using cost data in mass appraisal; transforming valuation in Australia; mass appraisal in South Africa; digital transformation of land valuation; dynamic housing price monitoring and forecasting systems; evaluations of mass appraisal outcomes; assessing casinos using discounted cash flow; and transparency and clarity in mass appraisal.

In addition to the IAAO meetings, Executive Director Amy Rasmussen, AAS, RES, FIAAO, and I attended the TEGOVA Spring General Meeting and Valuation Conference in Latvia and the FIG Conference in South Africa.

FIG (International Federation of Surveyors) held its conference in the United States a few years ago, and we found a common interest. I was honored to speak on "Best Practices in U.S. Assessment" at the conference.

FIG covers the range of professional fields within the global surveying community, including surveying, cadastre, valuation, and mapping.

TEGOVA is a European group working to promote standards, ethics, and quality in the real estate valuation market.

A voice in the industry

Working with other industry associations, whether in North America or overseas, is important for our views to be heard.

The IAAO Executive Committee recently attended The Appraisal Foundation's Board of Trustees meeting.

Last year, IAAO nominated Pinnellas County Property Appraiser Mike Twitty to the board, and he is serving there.

At this year's TAF meeting, IAAO Immediate Past President Donna Vandervries, CAE, AAS, PPS, Esq., was selected to serve a term on TAF's board starting in 2027. Congratulations!

The May episode of IAAO's podcast, "Assessing the Situation," includes an interview with Twitty and his journey from working on single-property assessment to leading one of Florida's largest assessment offices and working on the TAF board.

The podcast is a great way to stay up to date on what's happening at IAAO.

Standard on Ratio Studies rewrite

Recently, IAAO completed a 30-day exposure draft period for the Standard on Ratio Studies, and the Board of Directors looks forward to reviewing comments.

In 2025, the Research and Standards Committee released an initial rewrite of the standard, based on comments received.

And at the April IAAO Board of Directors meeting the committee reviewed a schedule for updating additional standards.

Summer is always a busy time filled with local events, and I hope to see you at one or at the conference in Calgary.

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Library hot topics: **Data centers, depreciation, assessment caps**

BY ELIZABETH FERGUSON

March and April were busy months in the IAAO library.

Members submitted 40 reference questions in March and 35 in April, and over 100 resources were shared.

Many requests this spring have been for the perennially popular subjects we expect: data centers, hotels, and depreciation.

This type of material, offering guidance and explicating techniques, is the foundation of our library's content.

Every year, I look forward to IAAO's conferences and symposia because I know those exchanges of ideas will result in an expansion of our collection and body of knowledge.

A few of this month's most popular items in the Research Exchange fall into this category:

- **"Fill 'er Up!"** by **Marcus Moffitt** is a presentation on valuing gas

stations and convenience stores.

- **"Estimating Market Value on Leased Properties"** by **John Valente** is another presentation that examines how leasing terms affect market value estimates.
- **"Fundamentals of Modern Industrial Valuation"** by **Michael McFarlane** uses a historical lens to look at industrial markets, concluding with e-commerce and modern distribution networks.

While this type of material reflects the work IAAO members are doing on a daily basis, other library requests show a different set of issues impacting assessors.

A recent increase in searches for material on assessment caps and limits reflects a more public discussion of the property tax.

- **Joan Youngman's A Good Tax** is available both in the IAAO library and as a free download from the **Lincoln Institute of Land Policy**. It serves as a solid primer for the property tax in general.
- **Alan Dornfest's "Residential**

Property Tax Relief: Exemptions and Circuit Breakers" is a classic article about property tax relief measures for homeowners in Idaho.

These and other similar resources are another vital part of our library collection. Given how in-demand they are right now, I'm optimistic even more useful articles and presentations on these subjects are being created.

Don't forget that if you are working on an article or presentation, the library can help gather materials for your bibliography.

Our community's members learn best from one other, and these contributions are as important now as they have ever been.



ELIZABETH FERGUSON, Ph.D., IAAO Director, Library Services



87 EDUCATION SESSIONS

with up to
12
HOURS CE



KEYNOTE by Four-time Olympic Gold Medalist & Hockey Hall of Fame Member
DR. HAYLEY WICKENHEISER

PLENARY by Director, Institute on Municipal Finance and Governance, School of Cities, University of Toronto



DR. ENID SLACK



LOCAL HOST SPECIAL EVENTS
CURLING 101 AND BANFF DAY TRIP

NETWORKING EXHIBIT HALL



IAAO-U

ASSESSORS' CENTER OF EXCELLENCE



2026 Live Online Courses & Workshops

REGISTRATION OPEN NOW!

JUNE 16

WORKSHOP 191 — 7-Hour National USPAP Update

JULY 20 - 23

COURSE 600 — Principles and Techniques of Cadastral Mapping

SEPT 21 - 22

WORKSHOP 151 — National USPAP

NOV 2 - 4

WORKSHOP 850 — CAE Case Study Review Workshop

NOV 16 - 18

WORKSHOP 851 — RES Case Study Review Workshop

NOV 30 - DEC 1

WORKSHOP 854 — CMS Case Problem Review Workshop

DEC 7 - 9

WORKSHOP 852 — AAS Case Study Review Workshop

Get started today at learn.iaao.org

Calgary in the fall: Crisp air, red leaves, scenic drives

Autumn arrives in Calgary with a certain swagger.

One day the city glows beneath late-summer sunshine; the next, the Rockies wear fresh snow while golden poplars shimmer along the Bow River.

It is a season of cozy cafés, mountain escapes, harvest festivals, and long walks beneath copper-colored trees.

For travelers looking to experience western Canada at its most atmospheric, fall may be Calgary's best-kept secret.

Take a scenic drive

Fall is prime season for road

trips west of the city. In under two hours, travelers can trade urban streets for alpine lakes and forests glowing gold with larch trees.

The route to Banff National Park is especially magical in autumn. Summer crowds thin out, wild-life becomes more active, and cool temperatures make hiking far more comfortable.

Trails around Lake Louise and Moraine Lake deliver postcard-worthy views of golden larches beneath jagged peaks.

Closer to Calgary, the mountain town of Canmore offers art galleries, breweries, and riverside trails ideal for a relaxed fall afternoon.

Conference schedule

- **Tuesday, Oct. 13** – Welcome Reception
- **Wednesday, Oct. 14** – Keynote, Exhibit Hall, Sessions
- **Thursday, Oct. 15** – Plenary, Exhibit Hall, Sessions
- **Friday, Oct. 16** – Sessions, Awards Gala

Festival season

Autumn in Calgary comes with a packed cultural calendar.

The internationally respected



IAAO Local Host Committee Special Event

SELF-GUIDED DAY TRIP TO BANFF

SATURDAY, OCTOBER 17 • 8:15 AM - 5:30 PM

COST: \$40 USD + 5% TAX. *Registration is required.*

End your IAAO week in the Rockies with a round-trip bus to Banff. Adventure at your pace. Surrounded by dramatic peaks, turquoise rivers, and wildlife, it offers something for everyone.

This round-trip bus excursion departs from the TELUS Convention Centre and takes you directly to the heart of Banff for a full day of independent exploration.

Please bring a small day bag with anything you may need for the drive and your time in Banff (layers, comfortable walking shoes, water, etc.).



SCAN HERE to register.

Calgary International Film Festival draws filmmakers and movie lovers from around the world each fall. Independent films, documentaries, and Canadian premieres create an energetic buzz downtown.

Food lovers flock to farmers markets overflowing with late-season produce, baked goods, and local honey.

The food scene

As temperatures cool, Calgary's culinary scene shifts into comfort-food mode. Restaurants begin serving rich stews, Alberta beef dishes, and seasonal cocktails infused with maple, cinnamon, and apple.

Neighborhoods like Kensington

and Inglewood are ideal for slow autumn afternoons spent hopping among the cafés, bookstores, and boutiques.

Visitors can sip locally roasted coffee while watching yellow leaves drift past historic brick buildings.

Craft beer enthusiasts will find no shortage of options. Calgary's growing brewery scene embraces fall flavors with pumpkin ales, dark porters, and spiced seasonal brews.

The first signs of winter

One of Calgary's most distinctive autumn features is the city's unpredictability.

A warm afternoon can suddenly give way to swirling snowflakes by evening.

Rather than spoiling the season, the shifting weather adds to the atmosphere.

Residents embrace it all with characteristic western resilience: patio heaters stay lit, hiking boots remain by the door, and flannel jackets become unofficial city attire.

By late October, Calgary stands at the edge of two seasons — autumn's golden warmth and winter's icy grandeur.

That balance is exactly what makes the city unforgettable in the fall.

In Calgary, autumn is not simply a transition. It is a full season of adventure, color, and mountain air sharp enough to make every moment feel vivid.



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A conference in Canada ... don't let cost hold you back

BY TAYLOR DOBSON

The 2026 IAAO Annual Conference is set for Oct. 13–16 in Calgary, at the TELUS convention center in Canada.

This year's conference brings a few new challenges that prospective attendees need to start planning for: the biggest is for those traveling from the United States will need a valid passport to enter Canada.

If you are considering attending, now is the time to begin the passport application process because getting a passport can take several weeks or longer.

Planning ahead will help you avoid any last-minute stress and ensure you're able to take full advantage of this valuable professional opportunity.

Another consideration is the financial commitment of attending a conference outside of the United States and finding out if your office will pay for it.

These costs can be significant, and the reality is, most of us working in local government aren't doing it for the huge paychecks. That's exactly why



the **IAAO scholarship programs** exist.

Unfortunately, these scholarship programs are often underused. Many people are not comfortable asking for financial assistance because it makes them feel vulnerable.

People may worry about being judged or feel that their need isn't serious enough to deserve help.

But the truth is that there is no shame in seeking support. Applying for a scholarship doesn't mean you're

struggling to pay your bills. It simply means you recognize that professional growth comes with expenses and like most people, you may not have an extra \$4,000 set aside for a conference.

These programs exist to support members just like you who are dedicated professionals working to grow, improve, and contribute more to the property tax profession. It really should be viewed like applying for a scholarship to attend college.

Getting a scholarship is a recognition of your outstanding effort. When IAAO members grow and succeed, the organization and the communities we serve benefit as well.

If you're planning to attend the 2026 conference, start preparing both logistically and financially now.

Take advantage of the resources available to you, including scholarships, and invest in your professional future.

Scholarship applications can be found on the IAAO website, or you can email Toni Eichholz at eichholz@iaao.org for more information.

TAYLOR DOBSON is a real property appraiser in Limestone County, Alabama.

Special thanks to the IAAO STRATEGIC BUSINESS PARTNERS



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

IAAO introduces conference Impact Circle Reception

IAAO is pleased to announce the inaugural Impact Circle Reception, a gathering celebrating those investing in the future of assessment administration and professional excellence.

The reception will take place from 5:30–6 p.m. Friday, Oct. 16, before the Closing Banquet.

Designed as both a recognition event and networking opportunity, the Impact Circle Reception gives members and their guests:

- Early access to Closing Banquet Awards Gala seating.
- Access to a reception space and bar.
- Time to connect with peers, leaders, and supporters of the profession.

By opening the doors 30 minutes ahead of the banquet, the reception offers Impact Circle supporters an elevated conference experience while recognizing their commitment to the profession.

Supporting the future of the profession

The Impact Circle was established to provide reliable, ongoing support for the programs and initiatives that define IAAO’s global impact.

Contributions through the program help expand education, support research and standards development, increase access to scholarships and career advancement opportunities, and strengthen the future of the assessment profession worldwide.

Eligibility and benefits

Invitations to the reception are extended to:

- Individuals, businesses, chapters, and affiliates contributing \$100 or more between Oct. 1, 2025, and Thursday, Oct. 15, 2026, or
- Those enrolled in a recurring gift through the Impact Circle program

- To donate, visit: <https://my.iaao.org/donate>
- To learn more about the Impact Circle program or to enroll in recurring giving, visit: <https://www.iaao.org/donate-to-iaao/impact-circle/>

Eligible supporters will receive:


- Admission for themselves and one guest
- Complimentary drink tickets for both attendees


Join the Impact Circle


IAAO encourages conference attendees, industry partners, chapters, affiliates, and supporters of the profession to participate in the Impact Circle and impact the future of assessment administration.

Friends of the

PAUL V. CORUSY MEMORIAL LIBRARY







Donors of \$100 or more will be invited to the Impact Circle Reception
Wednesday 5:30-6:00 pm prior to the Awards Gala (early choice of seating available).


Friends of the Paul V. Corusy Memorial Library Matching Campaign Benefactors:

PETER KORPACZ
Korpacz Realty Advisors
\$5,000


TEAM CONSULTING, LLC
Professional Development and Consulting Services
\$1,000

**2026
GOAL:
\$10,000**

Make your 2026 library donation online or plan to donate at the 2026 Annual Conference in Calgary.



www.iaao.org/donate





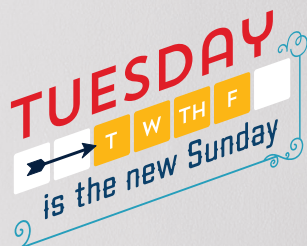
The 2026 IAAO Annual Conference is set for Oct. 13-16 in Calgary, Alberta, Canada at the Calgary TELUS Convention Centre.

The IAAO Annual Conference is the premier platform for sharing successes, discovering best practices, and learning from expert colleagues about the latest research in property appraisal and valuation.

DON'T FORGET!

The Welcome Reception will be on **Tuesday, Oct. 13**, sessions will be held **Wednesday through**

Friday, and the Exhibit Hall will be open **Wednesday and Thursday**. Awards will be presented during the Awards Gala on **Friday night**.



HOTEL RATES

IAAO has reserved rooms at four hotels near the TELUS Convention Centre at the following rates (shown in Canadian dollars). *NOTE: Some hotels are now sold out.*

- ★ **Calgary Marriott Downtown Hotel** - \$269 CAD
- ★ **Hyatt Regency Calgary** - \$249 CAD
- ★ **Fairmont Palliser** - \$299 CAD
- ★ **Fairfield by Marriott Inn & Suites Calgary Downtown** - \$220 CAD

Visit www.iaao.org/conference for hotel information.

SCHEDULE

At-a-Glance

Schedule continued on next page. Schedule and times are subject to change. All times are Mountain Time.

TUESDAY, OCTOBER 13

Registration Desk Open	10:00am - 6:00pm
IAAO LOCAL HOST COMMITTEE SPECIAL EVENT —Curling 101: A Canadian Experience (Buses load at 11:30am. Optional; Eventbrite registration required.)	11:45am - 3:40 pm
EVENT COST: \$40 USD + 5% Tax. Space is limited.	
First Time Attendee Orientation	4:00 - 4:45pm
WELCOME RECEPTION: Studio Bell, National Music Centre (Buses load at 5:45pm or walkable)	6:00 - 8:00pm

WEDNESDAY, OCTOBER 14

Registration Desk Open	7:00am - 4:30pm
Coffee and Tea	7:30 - 8:00am
Speaker and Moderator Check In	8:00am - 5:00pm
Professional Designees' and Fellows Lounge (By invitation only)	8:00am - 5:00pm
OPENING SESSION, ANNUAL BUSINESS MEETING, AND KEYNOTE: Dr. Hayley Wickenheiser, Four-time Olympic Gold Medalist and Member of the Hockey Hall of Fame	8:00 - 10:00am
Exhibit Hall Grand Opening with Refreshments	10:00 - 11:00am
Education Sessions	11:00am - Noon
Thought Leaders Sessions	11:00am - Noon
Exhibitor Showcase (Not eligible for CE credits)	11:00am - Noon
Lunch in Exhibit Hall	Noon - 1:30pm
Education Sessions	1:30 - 2:30pm
Thought Leaders Sessions	1:30 - 2:30pm
Exhibitor Showcase (Not eligible for CE credits)	1:30 - 2:30pm
Refreshment Break in Exhibit Hall	2:30 - 3:00pm
Education Sessions	3:00 - 4:00pm
Thought Leaders Sessions	3:00 - 4:00pm
Exhibitor Showcase (Not eligible for CE credits)	3:00 - 4:00pm
Exhibit Hall Happy Hour	4:00 - 5:00pm

Registration now open!

Learn more at www.iaao.org/conference



SCHEDULE At-a-Glance *[continued]*

Schedule continued from previous page. Schedule and times are subject to change. All times are Mountain Time.

THURSDAY, OCTOBER 15	
Registration Desk Open	7:00am - 4:30pm
Continental Breakfast	7:30 - 8:00 am
Speaker and Moderator Check In	8:00am - 5:00pm
Professional Designees' and Fellows Lounge <i>(By invitation only)</i>	8:00am - 5:00pm
PLENARY SESSION: Dr. Enid Slack, Director, Institute on Municipal Finance and Governance, School of Cities, University of Toronto	8:00 - 9:00am
Beverage Break in Exhibit Hall	9:00 - 9:30am
Exhibit Hall Hours	9:00am - 1:30pm
Education Sessions	9:30 - 10:30am
Thought Leaders Sessions	9:30 - 10:30am
Exhibitor Showcase <i>(Not eligible for CE credits)</i>	9:30 - 10:30am
Refreshment Break in Exhibit Hall	10:30 - 11:00am
Education Sessions	11:00am - Noon
Thought Leaders Sessions	11:00am - Noon
Exhibitor Showcase <i>(Not eligible for CE credits)</i>	11:00am - Noon
Lunch in Exhibit Hall	Noon - 1:00pm
Prize drawings in Exhibit Hall	1:00 - 1:30pm
Education Sessions	1:30 - 3:00pm
Thought Leaders Sessions	1:30 - 2:30pm
Exhibitor Showcase <i>(Not eligible for CE credits)</i>	1:30 - 2:30pm
Refreshment Break	3:00 - 3:30pm
Education Sessions	3:30 - 4:30pm
Thought Leaders Sessions	3:30 - 4:30pm
Exhibitor Showcase <i>(Not eligible for CE credits)</i>	3:30 - 4:30pm
Professional Designees' & Fellows Networking Hour <i>(By invitation only)</i>	4:30 - 5:30pm
WIN Reception <i>(Optional and at additional cost; IAAO Registration required)</i>	5:30 - 7:00pm

FRIDAY, OCTOBER 16	
Registration Desk Open	7:30am - Noon
Professional Designees' and Fellows Lounge <i>(By invitation only)</i>	8:00am - 4:00pm
Speaker and Moderator Check In	8:00am - 4:30pm
Continental Breakfast	8:00 - 8:30am
Education Sessions	8:30 - 9:30am
Thought Leaders Sessions	8:30 - 9:30am
Exhibitor Showcase <i>(Not eligible for CE credits)</i>	8:30 - 9:30am
Refreshment Break	9:30 - 10:00am
Education Sessions	10:00 - 11:30am
Thought Leaders Sessions	10:00 - 11:00am
Exhibitor Showcase <i>(Not eligible for CE credits)</i>	10:00 - 11:00am
WIN Luncheon <i>(Optional and at additional cost; IAAO Registration required)</i>	11:45am - 1:00pm
Lunch On Your Own	11:30am - 1:15pm
Education Sessions	1:15 - 2:15pm
Refreshment Break	2:15 - 2:45pm
Education Sessions	2:45 - 3:45pm
Impact Circle Reception <i>(By invitation only)</i>	5:30 - 6:00pm
Pre-Gala Reception	5:30 - 6:00pm
Awards Gala <i>(Dinner provided)</i>	6:00 - 9:00pm

SATURDAY, OCTOBER 17	
IAAO LOCAL HOST COMMITTEE SPECIAL EVENT — Self-Guided Day Trip to Banff <i>(Buses load at 7:45am. Optional; Eventbrite registration required.)</i>	8:15am - 5:30pm
EVENT COST: \$50 USD + 5% Tax. <i>Space is limited.</i>	

DON'T FORGET YOUR PASSPORT!

Non-Canadians will need a passport to attend the 2026 IAAO Annual Conference in Calgary, Canada. Renewing or applying for a passport may take 8 weeks.



Learn more at www.iaao.org/conference

2026 conference session schedule

WEDNESDAY

10/14/2026

11 a.m. – noon

BOK 1 - WORKING WITH THE LEGAL FRAMEWORK

Legislative and Local Solutions to Title Deed Fraud

Eddie Cook, Maricopa County (Arizona) Assessor's Office
James (AJ) Aros Jr., city of Philadelphia, Pennsylvania

BOK 1 - WORKING WITH THE LEGAL FRAMEWORK

► Growth Through Loss: How Homeowner Tax Exemptions Can Grow Communities

Willie Donwell, MAAO, MCPPE, Detroit, Michigan

BOK 5 - LEADING AND MANAGING THE ASSESSMENT OFFICE

Elevating Assessment Staff in the AI Era: Shift From Doing to Reviewing

Brandon Harris, TrueRoll
Tyler Masterson, TrueRoll

BOK 4 - APPRAISING PROPERTY

► Year One: Lee County, Florida's Open-Source Modeling Journey

Lars Doucet, Center for Land Economics
John Kossa, Lee County, Florida

BOK 7 - MANAGING PUBLIC RELATIONS AND COMMUNICATIONS

Bias, Judgment, and Public Trust in Property Valuation

Yara Banks, MBA, CHRMAP, BNX Business Advisors
Joyce Morgan, Duval County (Florida) Property Appraiser

BOK 1 - WORKING WITH THE LEGAL FRAMEWORK

Invaluable: Canada's First Modern Treaty, Federal Recognition of Indigenous Autonomy

Christopher Cecil, Mobile County (Alabama) Revenue Commission

BOK 5 - LEADING AND MANAGING THE ASSESSMENT OFFICE

From Adversarial to Collaborative: Preparing the Roll Before the Roll

Gillian Greene, AMAA, The city of Calgary, Alberta, Canada
Ian McDermott, AMAA, The city of Calgary, Alberta, Canada

BOK 5 - LEADING AND MANAGING THE ASSESSMENT OFFICE

Mission Possible: Your Toolkit for Recruiting Future Assessment Professionals

Kelly Tennant, Ohio Department of Taxation
Karen Beattie, RES, town of Scituate, Rhode Island
Ivan Barry, Santa Fe County (New Mexico) Assessor's Office

1:30 – 2:30 p.m.

BOK 8 - OVERSIGHT AND COMPLIANCE REVIEW

Reflections on the Latest Revaluations Across the UK

Gary Watson, IRRV (Hons), Institute of Revenues

PRACTICAL ASSESSMENT REVIEW

The Ancient Tax on Property: Lessons for Today

Calvin Kent, Ph.D., AAS, Marshall University

BOK 5 - LEADING AND MANAGING THE ASSESSMENT OFFICE

Employee Improvement Planning: Giving Your Team What They Need to Grow

Christopher Landin, CAE, RES, MAS, AAS, CPRPA, GSI, VMPA, Landin & Associates Assessment Services LLC

BOK 1 - WORKING WITH THE LEGAL FRAMEWORK

► Understanding the Property Tax Repeal Movement and Paths to Greater Taxpayer Acceptance

Ron Rakow, FIAAO, Lincoln Institute of Land Policy
Jared Walczak, Tax Foundation
Joan Youngman, FIAAO, Lincoln Institute of Land Policy

BOK 5 - LEADING AND MANAGING THE ASSESSMENT OFFICE

Leadership Lessons Learned From Michigan's Mackinac Bridge

Shila Kiander, MAAO, Mecosta County, Michigan

BOK 2 - COLLECTING AND MAINTAINING PROPERTY DATA

The Integrated RPIE: Engineering a Frictionless Ecosystem From Taxpayer Filing to Valuation

Howard Wong, New York City Department of Finance

BOK 4 - APPRAISING PROPERTY

► Designing Density in the Desert: Creative Multifamily Housing in Maricopa County, Arizona

James Fisher, AAS, RES, Maricopa County (Arizona) Assessor's Office
Brian Zarra, AAS, Maricopa County (Arizona) Assessor's Office

BOK 8 - OVERSIGHT AND COMPLIANCE REVIEW

Vertical Equity in Assessments: Tools, Practices, & Results From Skagit County, Washington

Danny Hagen, Skagit County, Washington

3–4 p.m.

BOK 4 - APPRAISING PROPERTY

Fireside Chat: Critical Updates Shaping the Future of the Appraisal Profession

Kelly Davids, The Appraisal Foundation
Jerry Yurek, The Appraisal Foundation

BOK 7 - MANAGING PUBLIC RELATIONS AND COMMUNICATIONS

Explain Yourself! Helping the Public Understand How Assessments Work

Kyra Sturgill, Cook County (Chicago) Assessor's Office
Christian Belanger, Cook County (Chicago) Assessor's Office

BOK 2 - COLLECTING AND MAINTAINING PROPERTY DATA

Imagery & GIS Strategies for Effective Rural Assessment Offices

Tim Horak, Eagleview
Wade Patterson, Eagleview

BOK 4 - APPRAISING PROPERTY

Korea's Deep Level Rail Project: Compensation for Underground Usage

Doh Kyung Lee, Certified Appraiser (Korea), Korea Real Estate Board - Republic of Korea (Nationwide)

BOK 5 - LEADING AND MANAGING THE ASSESSMENT OFFICE

Empowering Assessment Offices Through Targeted Training Programs

Kim Seiter, AAS, Maricopa County (Arizona) Assessor's Office
Daniel Garant, AAS, Maricopa County (Arizona) Assessor's Office

BOK 1 - WORKING WITH THE LEGAL FRAMEWORK

Connolly v. Lanham: A Brief Overview

Joshua Wood, JD, MAI, AI-GRS, Teel Valuation Group

BOK 6 - MANAGING COMPLAINTS AND APPEALS

► Identifying and Defending Against AI-Generated Taxpayer Appeals

Ellen Brideau, MAA, city of Lowell, Massachusetts

BOK 5 - LEADING AND MANAGING THE ASSESSMENT OFFICE

Structuring a Formal Mentorship Program

Chandra Reilly, LAAS, MAAS, Saskatchewan (Canada) Assessment Management Agency

THURSDAY

10/15/2026

9:30–10:30 a.m.

BOK 8 - OVERSIGHT AND COMPLIANCE REVIEW

Ethics in the Age of AI

Erin Johnston, MIMA, The Institute of Municipal Assessors

Ejona Balashi, The Institute of Municipal Assessors

BOK 2 - COLLECTING AND MAINTAINING PROPERTY DATA

Presentation of the International Property Measurement Standards (IPMS) for All Buildings

Gary McCabe, CAE, FIAAO, Muddy River Advisors

Randal Froebelius, P.Eng., Equity ICI Real Estate Services Inc.

PRACTICAL ASSESSMENT REVIEW

Finding Balance in a Distorted Market

William Miller, IRR - Integra Realty Resources

BOK 4 - APPRAISING PROPERTY

CAMA to CLARITY: Transforming the Assessor's Office Using 21st-Century Data Analytics

Doug Irvine, CNHA, Bedford, New Hampshire

BOK 2 - COLLECTING AND MAINTAINING PROPERTY DATA

Unlocking Faster, Smarter Property Reviews: Expanding Geospatial Workflows for Modern Assessment

Ryan Hatch, Washington County, Utah

Jennifer Monrreal, Washington County, Utah

Mike Gerhold, Harris Govern

BOK 1 - WORKING WITH THE LEGAL FRAMEWORK

Enhancing Market Integrity: South Korea's Strategies for Data Purification and Fair Assessment

Joong Hoon Jeon, Korea Real Estate Board - South Korea

BOK 5 - LEADING AND MANAGING THE ASSESSMENT OFFICE

Canadian Collaboration on Mentorship

Chandra Reilly, LAAS, MAAS, Saskatchewan Assessment Management Agency

Marc Connelly, province of Manitoba, Canada

Greg Martino, MIMA, PLE, Municipal Property Assessment Corp.

Mike Krim, AMAA, Tanmar Consulting Inc.

BOK 5 - LEADING AND MANAGING THE ASSESSMENT OFFICE

Rethinking Succession Planning: Insights From the Next Generation

Ivana Owona, Cunningham Township, Illinois

Chesney Leafblad, Cook County (Chicago) Board of Review

11 a.m. – noon

BOK 5 - LEADING AND MANAGING THE ASSESSMENT OFFICE

Finding "The One": Selecting and Developing Future Leaders

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

Brad Eldridge, CAE, MAI, Douglas County (Kansas) Appraiser's Office

Edie McCarthy, FIAAO, town of Greenburgh, New York

BOK 4 - APPRAISING PROPERTY

Chicago's Quantum Leap: Qubits, Kilowatts, and Taxation

Michael Piper, AAS, Cook County (Chicago) Assessor's Office

Mildred Terzic, Cook County (Chicago) Assessor's Office

Christina Lynch, Cook County (Chicago) Assessor's Office

BOK 7 - MANAGING PUBLIC RELATIONS AND COMMUNICATIONS

► Calgary's Collapse of Office Values: Impacts on Assessments, Tax Shifts, and Public Confidence

Daniel Lidgren, AMAA, P.App., AACI, The city of Calgary, Alberta, Canada

BOK 5 - LEADING AND MANAGING THE ASSESSMENT OFFICE

Doing More With Less: Using Public-Private Partnerships & Technology to Improve Appraisal Efficiency

Bob Henriquez, CFA, Hillsborough County (Florida) Property Appraiser

BOK 3 - DEVELOPING AND MANAGING CADASTRAL DATA

Beyond the Map: Legal Literacy in the Modern Cadastre

Richard Norejko, CMS, FIAAO, Richard Norejko

BOK 8 - OVERSIGHT AND COMPLIANCE REVIEW

Ratio Studies Reimagined: Examining the New IAAO Standard

Brian Guerin, FRICS, MIMA, Municipal Property Assessment Corp., Ontario, Canada

Alan Dornfest, AAS, FIAAO, Idaho State Tax Commission

Josh Myers, FIAAO, Josh Myers Valuation Solutions

BOK 4 - APPRAISING PROPERTY

► Integrating Climate Risk Into Valuation and Mass Appraisal

Hwa Yong Do, Ph.D., Korea Real Estate Board

Yoon Hee Kim, Korea Real Estate Board

BOK 5 - LEADING AND MANAGING THE ASSESSMENT OFFICE

Leading Change From the Inside: Lessons From Small and Mid-Size Jurisdictions

Falon Hoven, Whatcom County, Washington

1:30–3 p.m.

BOK 4 - APPRAISING PROPERTY

From Automated Valuation Models to Automated Valuation Systems – Towards a Synthetic Wisdom of the Crowds

Luc Hermans, Netherlands Council for Real Estate Assessment

Peadar Davis, Ph.D., Ulster University

BOK 4 - APPRAISING PROPERTY

Assessment in The Land of the Living Skies – The Saskatchewan Experience

Darwin Kanius, Saskatchewan (Canada) Assessment Management Agency

Cheri Marchuk, Ph.D., P.Ag., CAE, LAAS, MRAAS, Saskatchewan (Canada) Assessment Management

BOK 4 - APPRAISING PROPERTY

Adjustment Wars (Star Wars Themed): Qualitative vs Quantitative Adjustments

Joel Cuthbert, CAE, AAS, Synergy Appraisal

BOK 6 - MANAGING COMPLAINTS AND APPEALS

Protest Tsunami! How Can You Manage an Increasing Volume of Annual Protests?

Michael Mills, CAE, RES, MAS, AAS, Travis Central Appraisal District, Texas
Joshua Maldonado, Travis Central Appraisal District, Texas
Zachary Dye, Travis Central Appraisal District, Texas

BOK 2 - COLLECTING AND MAINTAINING PROPERTY DATA

From Black Box to Glass Box: An AI Vision Revealed

John Valente, Tyler Technologies
Chris Lewis, Leon County (Florida) Property Appraiser's Office
Nik Cutrell, RES, AAS, CFE, Leon County (Florida) Property Appraiser's Office

BOK 4 - APPRAISING PROPERTY

Geographically Weighted Regression (GWR) versus Multiscale GWR (MGWR) in Mass Appraisal Modeling

Juliana Pena, Municipal Property Assessment Corp.
Craig Handsor, Municipal Property Assessment Corp.
Micheal Boateng, Municipal Property Assessment Corp.

BOK 4 - APPRAISING PROPERTY

Power BI - Beyond the Dashboard

Ryan Janzen, CAE, RMA, Lyon County, Kansas/Equitable Solutions LLC
Zach Carr, Lyon County, Kansas

BOK 4 - APPRAISING PROPERTY

Building Better Mass Appraisal Workflows With Free Open Source Tools

Claire Boyd, New York City Department of Finance

3:30-4:30 p.m.

BOK 5 - LEADING AND MANAGING THE ASSESSMENT OFFICE

Growing Your Garden: Strategies for Professional and Organizational Growth (WIN)

Carmen Trammell, AAS, CFE, Leon County (Florida) Property Appraiser's Office
Rebecca Malmquist, CAE, city of Minneapolis, Minnesota
Dorothy Jacks, AAS, FIAAO, CFA, Palm Beach County (Florida) Property Appraiser

BOK 8 - OVERSIGHT AND COMPLIANCE REVIEW

Modernizing Oversight: Analytics for Transparent and Equitable Assessment Outcomes

Shannon Handsor, MIMA, Municipal Property Assessment Corp., Ontario, Canada

BOK 2 - COLLECTING AND MAINTAINING PROPERTY DATA

Managing the Flood: Managing Data and Resources During a Natural Disaster

Chris Gaumer, Midland County (Michigan) Equalization



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SOCIAL MIXER

**THURS, OCTOBER 15
5:30 - 7:00 PM
Tickets: \$30**

Price includes light food and two drink tickets.



Purchase tickets during the 2026 Annual Conference registration at IAAO.ORG/CONFERENCE

BOK 4 - APPRAISING PROPERTY

How True Crime Cases Affect Property Values in Los Angeles County, California

Melissa Avelar, Los Angeles County (California) Office of the Assessor

BOK 3 - DEVELOPING AND MANAGING CADASTRAL DATA

Creating and Maintaining Neighborhoods Using Clustering and ArcGIS

Rafael Velez, Oklahoma County, Oklahoma
Brian Tirey, Oklahoma County, Oklahoma
Galen Hanby, Oklahoma County, Oklahoma

BOK 1 - WORKING WITH THE LEGAL FRAMEWORK
The Evolving Role of Assessment in Revitalization Efforts

Mike Boyd, AMAA, BBRE, city of Calgary, Alberta, Canada
Chauna Masciola, AAS, city of Calgary, Alberta, Canada

BOK 4 - APPRAISING PROPERTY

Enhancing Property Valuation with Explainable AI and AI-Driven Comparable Ranking

Kyuhyeon Yang, Korea Real Estate Board - South Korea

BOK 5 - LEADING AND MANAGING THE ASSESSMENT OFFICE

From Properties to People: Appraisal Logic for Better Leadership

William Harris, Meriwether County, Georgia

FRIDAY

10/16/2026

8:30-9:30 a.m.

BOK 4 - APPRAISING PROPERTY

From Macros to Mastery: Using AI to Write Visual Basic Application Scripts for Analysis in Excel

Stephen Skirkanich, RES, SRA, Loudoun County, Virginia

BOK 7 - MANAGING PUBLIC RELATIONS AND COMMUNICATIONS

Developing Programs and Skills to Advocate for the Profession

August Dettbarn, FIAAO, Douglas County, Kansas
Carol Gordon, AAS, Miami County (Kansas) Appraiser's Office
Paula Moore, Waterford Township, Michigan
Scott Barrocas, Broward County (Florida) Property Appraiser's Office
& IAAO Advocacy Task Force Members
Donna Bailey, **MeLissa Davidson**, **Irene Hickman**, **Christopher Landin**, CAE, AAS, MAS, RES, and **Leah Thimgan**.

BOK 5 - LEADING AND MANAGING THE ASSESSMENT OFFICE

Restoring Trust: Lessons from the Cook County Commercial Audit

Jessica Lach, Cook County (Chicago) Assessor's Office
Tara Orris, Cook County (Chicago) Board of Review
Josh Myers, FIAAO, Josh Myers Valuation Solutions

IAAO Local Host Committee Special Event

CURLING 101: A CANADIAN EXPERIENCE

Make your trip a true Canadian experience. Try curling in Calgary!

WHEN:
Tuesday, October 13
11:30 AM - 3:40 PM

EVENT COST:
\$40 USD + 5% Tax.

REGISTRATION IS REQUIRED ▼
SCAN HERE to register.



Experience one of Canada's most iconic winter sports at the Calgary Curling Club—a true Canadian tradition in the heart of Calgary.

Upon arrival, attendees will have time to enjoy lunch at the club (available for purchase; not included in the ticket price). Following lunch, certified instructors will lead a 45-minute, beginner-friendly lesson covering the fundamentals of delivery, sweeping, and basic gameplay. After instruction, participants will enjoy one full hour of ice time to practice, play, and experience the sport in a relaxed and social setting. No prior experience required. All curling equipment is provided.

Lesson, ice time, and round-trip transportation to and from the TELUS Convention Centre is included.





BOK 2 - COLLECTING AND MAINTAINING PROPERTY DATA

Data Assetization Through Governance in Property Valuation

Jonghyun Park, Korea Real Estate Board - Daegu City

Jiyoung Park, Korea Real Estate Board - Daegu City

BOK 4 - APPRAISING PROPERTY

When Disaster Strikes: Is Your Office Ready?

Fred Montes, MBA, CFE, CPM, Hillsborough County (Florida) Property Appraiser's Office

Bob Henriquez, CFA, Hillsborough County (Florida) Property Appraiser

PRACTICAL ASSESSMENT REVIEW

Fieldwork to Appeals: Techniques for Effective Assessment Administration

Shila Kiander, MAAO, Mecosta County, Michigan

BOK 8 - OVERSIGHT AND COMPLIANCE REVIEW

Beyond Compliance: The Evolving Role of Oversight Agencies as Objective Data Authorities

Marco Kuijper, Msc, Netherlands Council for Real Estate Assessment

Alan Dornfest, AAS, FIAAO, Idaho State Tax Commission

Inhyuk Kwon, Korea Real Estate Board

BOK 5 - LEADING AND MANAGING THE ASSESSMENT OFFICE

Developing a Strategic and Operational Plan to Upgrade Your Assessment Office

Justin Eimers, AAS, RMA, International Association of Assessing Officers

Kevin Keene, Keene Mass Appraisal Consulting

Don Spencer, RPA, RTA, Denton Central Appraisal District, Texas

10-11:30 a.m.

BOK 4 - APPRAISING PROPERTY

The Valuation of Senior Care Facilities

Tim Wilmath, Pinellas County (Florida) Property Appraiser's Office

BOK 4 - APPRAISING PROPERTY

The Gross Effect: Defining and Stabilizing Income

Edie McCarthy, FIAAO, town of Greenburgh, New York

Ken Joyner, RES, AAS, PPS, Mecklenburg County, North Carolina

BOK 4 - APPRAISING PROPERTY

Assessing Commercial Marijuana Facilities: Grower, Processor, and Dispensary

Bryan Shuck, Cleveland County (Oklahoma) Assessor's Office

Kevin Rudden, MAA, town of Holliston, Massachusetts

BOK 4 - APPRAISING PROPERTY

Search, Extract & Value: The Lightning Fast Assistant

Joshua Jorgensen, Thimgan & Associates

Luke Jorgensen, Thimgan & Associates

Zachary Knepp, Thimgan & Associates

BOK 6 - MANAGING COMPLAINTS AND APPEALS

The Closing That Sticks: Make Your Last Words Count

Carol Zukowski, LL.B., Q.Arb, CTAJ, Foundation of Administrative Justice

PRACTICAL ASSESSMENT REVIEW

Modeling the Income Approach - Start to Finish

Brent Hudson, CAE, BSc (Hons), BEd, Municipal Property Assessment Corp.



ASSESSORS' CENTER OF EXCELLENCE

UPCOMING WEBINARS

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Spinning the Real Estate Market Cycle: Imminent Recession or Extended Expansion 2026

Presented by: Peter F. Korpacz and Ronnie Lee Phillips

June 16, 2026 • Noon - 1:30 pm CT



Transforming Culture Through Public Service Leadership: Leading with Purpose and Impact

Presented by: Cregg Dalton

August 12, 2026 • Noon - 1:30 pm CT

REGISTRATION FEE: \$55 for IAAO members / \$99 for nonmembers.

BOK 2 - COLLECTING AND MAINTAINING PROPERTY DATA

2025 Los Angeles County, California Firestorm: The Facts, The Values, and Ongoing Recovery

Camron Tabler, Los Angeles County (California) Assessor's Office

Allen Jolley, AAS, Los Angeles County (California) Assessor's Office

Leah Bowler, Los Angeles County (California) Assessor's Office

BOK 8 - OVERSIGHT AND COMPLIANCE REVIEW
Your AI is BS

Jimmy Williams, MSc, CPE, CBP, Philadelphia (Pennsylvania) Office of Property Assessment

Alex Raju, CPE, Philadelphia (Pennsylvania) Office of Property Assessment

Kevin Keene, Keene Mass Appraisal Consulting

1:15–2:15 p.m.

BOK 5 - LEADING AND MANAGING THE ASSESSMENT OFFICE

Becoming a Board Member

Ryan Cavanah, CAE, TransUnion

Patrick Alesandrini, CAE, RES, FIAAO, Alesandrini & Associates

Greg Hutchinson, Howell Township, New Jersey

Lloyd Funk, CAE, AAM, Manitoba (Canada) Municipal and Northern Relations

BOK 4 - APPRAISING PROPERTY

Using ChatGPT to Build Defensible Market Adjustments

Jake Parkinson, consultant

BOK 4 - APPRAISING PROPERTY

Beyond Valuations: Engaging Communities Across Residential, Commercial and Multifamily Properties

Guadalupe Marin, Cook County (Chicago) Assessor's Office

John McDonnell, Cook County (Chicago) Assessor's Office

Erik Harmon, Cook County (Chicago) Assessor's Office

BOK 2 - COLLECTING AND MAINTAINING PROPERTY DATA

Retail Market Rent & Cap Rate Development: Valuation Utilizing Market Sources

Doug Simpson, AAS, Maricopa County (Arizona) Assessor's Office

Joshua Migden, Maricopa (Arizona) County Assessor's Office

BOK 1 - WORKING WITH THE LEGAL FRAMEWORK

Solutions with Impact: Smart Audits, Strong Service, and Real Results in Administering Exemptions

Russell Ledbetter, RPA, RES, CCA, Travis Central Appraisal District, Texas

Cynthia Martinez, Travis Central Appraisal District, Texas

Catie Lee, Travis Central Appraisal District, Texas

BOK 8 - OVERSIGHT AND COMPLIANCE REVIEW

► Red Tape to Recognition – Acceptance of Mass Appraisal Experience

Kevin Hayes, MAI, CAE, RES, CFE, Pinellas County (Florida) Property Appraiser's Office

Pete Fontana, The Appraisal Foundation
Dallas Kiedrowski, MNAA, Olympic Valuation

BOK 7 - MANAGING PUBLIC RELATIONS AND COMMUNICATIONS

Making Public Sector Social Media Engaging

Nereia Wilson, MBA, CFE, Hillsborough County (Florida) Property Appraiser's Office

Alexandra Fitos, MA, CPM, RES, Hillsborough County (Florida) Property Appraiser's Office

BOK 8 - OVERSIGHT AND COMPLIANCE REVIEW

The New International Property Tax Scorecard – Third Version

Paul Sanderson, JP LLB (Hons), FRICS, FIRR, International Property Tax Institute - Global

Fred Nicely, Council on State Taxation, USA

2:45–3:45 p.m.

BOK 5 - LEADING AND MANAGING THE ASSESSMENT OFFICE

Building Assessment Talent: Competency, Growth, and Pathways for Success

Keisha Williams, Mecklenburg County, North Carolina

Trish Petersen, CNCA, CPPA III, Mecklenburg County, North Carolina

BOK 4 - APPRAISING PROPERTY

Power BI Tools and Techniques: 10 Tips for Completing Mass Appraisals with Confidence

David Cornell, CAE, MAI, Cornell Consultants LLC

BOK 5 - LEADING AND MANAGING THE ASSESSMENT OFFICE

Using IAAO Professional Designations as an Organizational Strategy, Not an Individual Goal

Jonathan Beck, AAS, Beckham County (Oklahoma) Assessor's Office

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

David Sanford, CAE, Chesapeake (Virginia) Real Estate Assessor's Office

PRACTICAL ASSESSMENT REVIEW

Curved or Straight: How Should You Depreciate?

William Miller, IRR - Integra Realty Resources

BOK 2 - COLLECTING AND MAINTAINING PROPERTY DATA

Statistical Risk Scoring for Self-Reported Income: Improving Income Approach Valuation

Weiran Huang, New York City Department of Finance

BOK 8 - OVERSIGHT AND COMPLIANCE REVIEW

Take your Ratio Study Reports to The Next Level

Eric Kutchukian, MSc, Municipal Property Assessment Corp., Ontario, Canada

James Ellens, MRICS, Municipal Property Assessment Corp., Ontario, Canada

BOK 7 - MANAGING PUBLIC RELATIONS AND COMMUNICATIONS

Facebook Famous

Amy Robbins, City of Traverse City, Michigan

Jamie Houserman, Roscommon County, Michigan

BOK 7 - MANAGING PUBLIC RELATIONS AND COMMUNICATIONS

Transparency and Trust: The Benefits of Demystifying Your Work for the Public

Colleen Younger, CKA, Jefferson County (Kentucky) Property Valuation Administrator

Evan Westphal, CKA, Jefferson County (Kentucky) Property Valuation Administrator's Office

Emma Vandever, CKA, Jefferson County (Kentucky) Property Valuation Administrator's Office

► Complete session details available on [Research Exchange](#).

COGO seeks participants in NSDI survey

The Steering Committee of the Coalition of Geospatial Organizations is seeking responses to an online survey whose results will be important input for drafting the next National Spatial Data Infrastructure Assessment report.

The Steering Committee prepared the online survey, whose results will be an important input for drafting the next National Spatial Data Infrastructure (NSDI) Assessment report.

By collecting survey input from as broad a swath of the U.S.-based geospatial community as possible, COGO aims to gather important information to advance and support the NSDI, which is COGO's primary goal for its Assessment efforts.

The NSDI Assessment is a key organizational product that COGO (Coalition of Geospatial Organizations) produces every four years, and the final assessment document is expected to be released in September 2027.

COGO is a group of geospatial organizations representing diverse sectors of the geospatial community.

It's a coalition of 14 national



professional societies, trade associations, and membership organizations in the geospatial field, representing more than 170,000 individual producers and users of geospatial data and technology.

The survey is intended for expert and non-expert users, whether on behalf of their organization or based on their own professional experience.

The survey has one section on

the NSDI as a whole, followed by sections on the 8 Framework Theme datasets.

Respondents can select the data sections they wish to complete, and each section is estimated to take 5–8 minutes.

COGO plans to keep the survey open until mid June.

Complete the survey at https://www.surveymonkey.com/r/COGO_2026_NSDI_Survey

MEET A STATE REP

IAAO Representatives are the “eyes, ears, and voices” of the association. We plan to introduce a 2026 representative here each month.

JENNIFER NELSON Arizona

Jennifer is an analytic appraiser and has been with the Maricopa County Assessor's Office in Phoenix for 20 years.

She was appointed the new International Association of Assessing

Officers (IAAO) Representative for the Arizona IAAO Chapter in 2026.

She's been a member of IAAO since January, 2021, and also serves as the director of the board for AZIAAO.

The most valuable benefit of her IAAO membership is the opportunity that IAAO membership provides professionally.

She has been instrumental in working to provide IAAO classes in the area and encourages teammates to complete IAAO Designations.



When managers steal credit

BY KRYSTAL IKARD

There's a pattern that repeats itself in many workplaces, especially in environments where efficiency is optional, but control is currency.

It goes like this:

Someone identifies a problem and solves it.

The solution works. The team benefits.

Then leadership steps in not to support, not to build, but to own it.

This is an issue that many employees face at some point in their careers. Whether early on or after years of experience, most people will encounter a moment where their work is taken, repackaged, and presented as someone else's contribution.

Sometimes it's a supervisor struggling to prove their value who targets a high-performing employee and claims their ideas.

Other times, it's a coworker who consistently underperforms someone who misses deadlines or contributes the bare minimum who hears a strong idea and presents it as their own.

Either way, the result is the same: the person who did the work is left without recognition.

High-performing employees are, by nature, innovators. They are often the ones who eventually become leaders because they don't just complete tasks, they improve them.

A high-performing employee looks for solutions when others settle for problems. They prioritize working smarter, not harder. They take repetitive, mundane processes and streamline them into efficient systems that benefit everyone.

But being a high performer comes with a downside.



These employees can be difficult for some managers to handle. They identify gaps that leadership didn't notice. They challenge inefficiencies that others have accepted. And while they bring value, they can also unintentionally expose weaknesses in management.

When your hard work is taken and presented as someone else's, it creates frustration, discouragement, and, over time, disengagement.

It's not just about recognition, it's about integrity. It's about knowing that your effort, your creativity, and your initiative mattered enough to be taken, but not enough to be credited.

Insecure managers often feel threatened by ideas they didn't

originate. Instead of seeing innovation as an asset, they see it as competition.

These managers are typically afraid of being overshadowed. They worry that a high-performing employee might outshine them, expose their limitations, or disrupt their authority.

As a result, they resist ideas that don't come from them even when those ideas clearly improve the workplace.

High-performing employees and insecure managers rarely work well together. Where one sees opportunity, the other sees risk.

When people feel threatened by innovation they didn't initiate, they often respond by undermining it. What could have been a

team-wide improvement becomes a source of tension, confusion, and inefficiency. The people who worked hardest to create something better are often silenced, sidelined, or dismissed entirely.

This isn't leadership, it's retaliation disguised as refinement. And it usually shows up in one of three ways:

First, they shut the idea down entirely, often trying to make the employee look foolish for suggesting it in the first place.

Second, they offer no support. But if the employee manages to succeed anyway, they step in at the last moment and take credit for the outcome.

Third, they publicly criticize and dismiss the idea only to reintroduce it later as their own.

This behavior creates confusion across the team. A system that once worked smoothly is replaced with something clumsy and ineffective. There's no discussion, no effort to understand what made the original successful. Instead, employees are given vague directions like, "Don't do it that way," without any clarity on what the "right way" actually is.

So how does an employee overcome this?

First, recognize the truth: Control is not competence. Credit theft is not collaboration. And change is not improvement if it sets everyone back.

Second, document your work. Keep records of your ideas, your processes, and your contributions. Not out of defensiveness, but out of professionalism and accountability.

Third, continue to perform but be intentional about where and how you invest your energy. Share your knowledge with those who value it. Align yourself with people who recognize growth, not those who feel threatened by it.

The goal of any workplace should be progress, not ego protection. When someone contributes meaningful solutions, the right response should be support, respect, and acknowledgment not ownership.

Until that becomes the standard, keep building. Keep improving. Keep showing up with integrity.

Because in the end, performance reveals the truth — and results don't lie.

KRYSTAL IKARD, PPS, is personal property appraiser with the Madison County (Alabama) Tax Assessor's Office



International Property Tax Institute (IPTI) and The International Association of Assessing Officers (IAAO) present a (virtual)

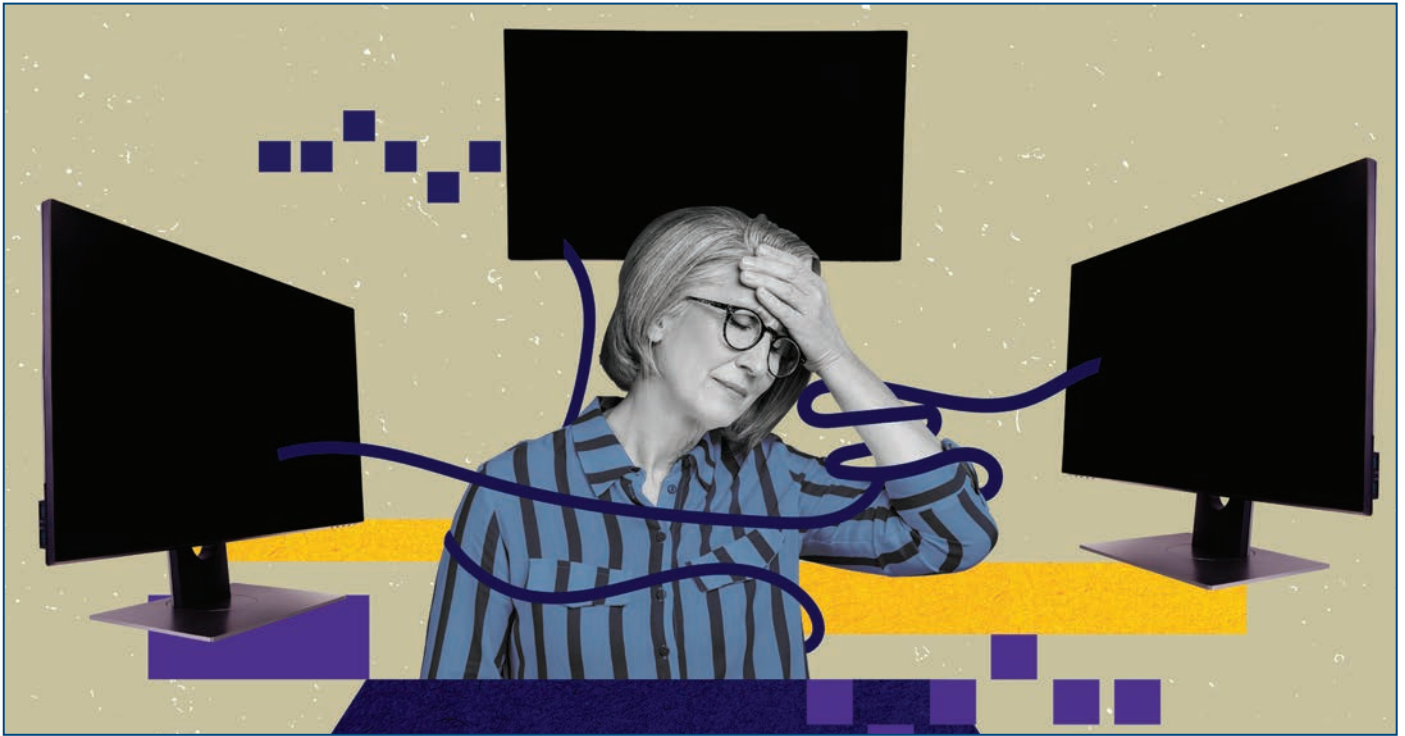
MASS APPRAISAL VALUATION SYMPOSIUM

CURRENT CHALLENGES AND OPPORTUNITIES IN MASS APPRAISAL

June 24-25, 2026 ◀

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The 3 p.m. Problem: What AI can actually do for your assessment office

BY WILL JARVIS

It is 3 p.m. on a Tuesday, and the property owner sitting across from you has been waiting 20 minutes.

They have an appraisal showing their commercial building is worth 22% less than your assessment, and they want to know which comparables you used. Fair question.

The answer requires you to pull the original assessment file from your CAMA system, identify comparables, cross-reference them against the recorder's office data, check the planning department's permit records (which have not synchronized properly since 2019), and then walk through the adjustment factors.

None of these systems talk to each other in a useful way.

► This article is provided through the **IAAO Strategic Business Partner Program**.

Strategic partners' thought leader articles are designed to connect with experts, provide information, inspire, and start conversations.

For more information, contact Leann Ritter, IAAO director of strategic partnerships, at ritter@iaao.org.

You promise to call them back by Friday. They look disappointed. Their appeal hearing is next week.

This is what I think of as the 3 p.m. Problem, and it shows up in in nearly every county assessor's office in the country. The specific time does not matter.

What matters is the moment when you realize that answering

one direct question from a taxpayer requires you to behave like a database interpreter, a data archaeologist, and a detective, all at once.

How we got here

The 3 p.m. Problem is not a story about lazy software vendors or overworked staff. It is the natural result of how government technology evolves.

You bought a CAMA system in 2008 that worked reasonably well. In 2012, you added a separate parcel mapping platform. In 2015, a state regulation required new tracking, so another system arrived.

By 2026, you have six platforms with different data formats, different update schedules, and different identifiers for the same property. Reconciling them is manual work. It gets squeezed every time something more urgent appears.

The result is a slow, invisible drain on accuracy and morale.

Coefficients of dispersion creep upward. Appeals become harder to defend, not because assessments are wrong, but because the evidence is harder to assemble before the hearing.

Talented appraisers spend roughly 40% of their time on data-gathering tasks that have nothing to do with appraisal judgment, and over time, some of them quietly leave for jurisdictions with better tools.

What AI actually does here

Where AI fits in is narrower than the marketing would have you believe, and more useful. Strip away the hype and most of what we call AI in assessment is pattern recognition at scale.

A machine learning model finds relationships between property characteristics and sales in your market data, then applies those

relationships consistently.

It is not magical, and it does not replace appraisal judgment.

What it does is compress work that is slow and manual.

Take the property owner from the opening scene.

With AI-assisted data integration, your office can pull all sales in the relevant market area for the past 24 months in seconds, adjust them for differences from the subject property using factors derived from your actual transaction data, and generate a comparable analysis with documented reasoning.

The selection is auditable. The adjustments are defensible because they reflect what the market actually paid, not what your adjustment grid said five years ago. A 100-minute manual process becomes a 30-minute review of analysis the system already produced.

This is the real value proposition, and it does not require you to rip out your CAMA system or hire a

team of data scientists.

It requires three honest commitments.

Three commitments

The first is starting small.

Most AI initiatives in assessment offices fail not because the technology does not work, but because they try to solve every problem at once.

A focused 90-day pilot on one specific bottleneck, whether that is data quality auditing, comparable sales analysis, or permit-to-parcel matching, gives you concrete evidence and surfaces problems early. Failure on that scale is survivable. Failure on a six-month, multi-venor implementation is a story your office tells for years about why AI did not work.

The second is taking governance seriously from day one.

AI systems learn from historical data. If your jurisdiction has historically undervalued properties in certain neighborhoods, an

INTERNATIONAL RESEARCH SYMPOSIUM DECEMBER 2-3, 2026 • Dublin, Ireland

The Future of Property Tax and Valuation: A GLOBAL PERSPECTIVE

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The **INTERNATIONAL RESEARCH SYMPOSIUM (IRS)**, sponsored by IAAO and the International Property Tax Institute, will include topics of interest to assessors around the world. The IRS plans to showcase the latest research and developments that have tangible impacts on appraisal accuracy and efficiency.



Learn more at www.iaao.org/irs2026

unconstrained model will replicate and amplify that bias across every future assessment.

The answer is not to avoid AI. It is to measure your coefficient of dispersion by census tract rather than just in aggregate, and to fix what you find.

Independent bias audits before deployment cost a fraction of one staff salary and document that you actually looked.

When the question comes up later, and it will, you want documentation, not assurances.

The third is keeping humans in the loop in the right places.

AI generates draft values. Experienced appraisers review the unusual cases, the outliers, and the properties where local knowledge matters more than statistical similarity.

The assessor still walks into the appeal hearing. The system simply gives them better evidence to bring with them.

The cost question

A common objection is that this all sounds expensive.

The actual numbers are more reasonable than most assessment

leaders assume. A small county can employ a data quality tool for under \$20,000 annually. A mid-sized county can deploy predictive valuation assistance for less than the cost of one additional appraiser.

Free and open-source tools exist for piloting, so you can validate value before signing a contract. The harder cost is staff time, and that cost exists whether you adopt AI or not.

The assessment offices that will look different 10 years from now are not the ones with the largest budgets. They are the ones that started addressing the 3 p.m. Problem when the tools to address it became practical.

Their appraisers will spend more time on appraisal and less time on data archaeology. Their appeal documentation will be stronger. Their COD numbers will be defensible. They will not have eliminated human judgment.

They will have freed it up for the work that actually requires it.

Where to start

If you are wondering where to begin this week, spend 15 minutes asking one of your appraisers this

question: “What is a task you do regularly that takes 30 minutes or more, involves looking up information in multiple places, and you wish was faster?”

Listen carefully. Do not try to solve it on the spot. The answer to that question is the most useful starting point you have.

The 3 P.M. Problem will not solve itself. But it does not require a revolution to address. It requires a clear-eyed look at where time goes, a willingness to start with one bottleneck, and the discipline to measure whether the tools are doing what they promised. That is a manageable list.

It is also the list that separates the assessors who will be doing different work in five years from the ones still answering the same data-gathering questions at 3 p.m. on a Tuesday.



WILL JARVIS is the CEO of www.valuebase.ai and the author of the upcoming book “The Assessor’s AI Advantage: A Practical Guide to Working Smarter (Not Scarier) with Artificial Intelligence.”

Using Free AI Tools to Improve Your Cost Approach



Valuebase

June 10, 2026 • Noon Central Time

The cost approach is only as defensible as the depreciation tables, effective age judgments, and condition ratings behind it. In this hands-on session, Valuebase Founder and CEO Will Jarvis shows how a new generation of free AI tools can help assessors build a more uniform, equitable, and explainable cost approach without buying anything new.

REGISTER HERE

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



AAS

ASSESSMENT ADMINISTRATION SPECIALIST

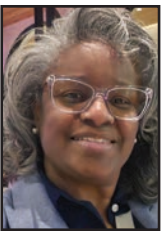
KHEKIE CHANTHANARK, AAS, earned the Assessment Administration Specialist designation. She is commercial valuation analyst with the Harris Central Appraisal District in Houston. She's been in the profession for 20 years and holds an associate's degree in computer operations from Del Mar College in Corpus Christi, Texas.

CHRIS CORTNEY, AAS, earned the Assessment Administration Specialist designation. He is commercial property appraiser with Hamilton County (Tennessee) Assessor of Property. He's been in the profession for four years.

CHRISTOPHER PAUL DUBOSE, AAS, earned the Assessment Administration Specialist designation. He is director of real property with Hamilton County (Tennessee) Assessor of Property. He's been in the profession for 13 years.

BRIAN GHORMLEY, AAS, earned the Assessment Administration Specialist designation. He is commercial/industrial appraiser with Hamilton County (Tennessee) Assessor of Property. He's been in the profession for 20 years and holds a Tennessee Master Assessor certification from Tennessee Division of Property Assessments.

LEE HARRITY, AAS, earned the Assessment Administration Specialist designation. He is Functional Analyst 2 with Gaston County, North Carolina. He's been in the profession for three years.



ROBBIE ANISSA MOORE, PPS, AAS, earned the Assessment Administration Specialist designation. She is manager with Harris Central Appraisal District. She's been in the profession for 17 years and holds

a Bachelor of Business Administration from the University of Houston.

STEPHANIE BAME QUEEN, RES, AAS, earned the Assessment Administration Specialist designation. She is real property appraisal administrator with Gaston County, North Carolina. She's been in the profession for 25 years.

DANIEL L. RATCHFORD, AAS, earned the Assessment Administration Specialist designation. He is commercial appraiser with Hamilton County (Tennessee) Assessor of Property. He's been in the profession for 28 years and holds a Tennessee Master Assessor certification from Tennessee Division of Property Assessments.

LAURA ABIGAIL RIDAUGHT, AAS, earned the Assessment Administration Specialist designation. She is a cartographer I with Clay County (Florida) Property Appraiser's Office. She's been in the profession for six years.



JOHN E. SHRELL, AAS, earned the Assessment Administration Specialist designation. He is assistant tax director with Gaston County. He's been in the profession for 12 years and holds a Bachelor of Arts from

East Carolina University in Greenville, North Carolina.



DOUG STULTS, AAS, RES, earned the Assessment Administration Specialist and Residential Evaluation Specialist designations. He is residential appraiser with Island County (Washington) Assessor Department.

He's been in the profession for four years and holds a Associate in Arts degree from Moorpark College in Moorpark, California.

CLARETTE CARTER WALKER, AAS, earned the Assessment Administration Specialist designation. She is deputy chief appraiser with the Harris Central Appraisal District in Houston. She's been in the profession for 36 years and

CAE

CERTIFIED ASSESSMENT EVALUATOR



JEFFREY ALLEN, CAE, earned the Certified Assessment Evaluator designation. He is Property Valuation Analyst with Municipal Property Assessment Corporation (MPAC) in Ontario. He's been in

the profession for 14 years and holds a Honours Bachelor of Commerce from McMaster University in Hamilton, Ontario.



JASON FORWOOD, CAE, earned the Certified Assessment Evaluator designation. He is valuation manager with Saskatchewan Assessment Management Agency and has been in the profession nine years.

CMS

CADASTRAL MAPPING SPECIALIST



MICHAEL DANE DAUGHERTY, CMS, earned the Cadastral Mapping Specialist designation. He is GIS manager with Mobile County (Alabama) Revenue Commission. He's been in the profession

for 20 years and holds a Bachelor of Science from the University of South Alabama in Mobile.



ARTHUR PRESTON ELLISON, CMS, earned the Cadastral Mapping Specialist designation. He is GIS analyst III with Mobile County (Alabama) Revenue Commission. He's been in the profession

for 17 years and holds a Bachelor of Science in geography from the University of South Alabama in Mobile, Alabama.

CAROLINE STOLPMANN, CMS, earned the Cadastral Mapping Specialist designation. She is geospatial technician with Hamilton County (Tennessee) Assessor of Property. She's been in the profession for six years and holds a Associates of Science in criminal justice from Chattanooga State Community College in Chattanooga, Tennessee.

PPS

PERSONAL PROPERTY SPECIALIST



JADA R. BRADY, PPS, earned the Personal Property Specialist designation. She is property valuation administrator with Clark County (Kentucky) PVA. She's been in the profession for three years and holds a Bachelor in Business Administration from the University of The Cumberland in Williamsburg, Kentucky.



KIERRA DAVID, PPS, earned the Personal Property Specialist designation. She is Field Supervisor with Harris Central Appraisal District (Texas). She's been in the profession for nine years and holds a Bachelor of Science degree from Texas A&M University in College Station, Texas.

OSARETIN OSAGUE, PPS, earned the Personal Property Specialist designation. He is customer service manager with the Harris Central Appraisal District in Houston. He's been in the profession for 11 years and holds a Master of Science Marketing & Business Mgt. from the University of Bedfordshire in Luton, United Kingdom.

RES

RESIDENTIAL EVALUATION SPECIALIST




ANGELA GUERNSEY, RES, earned the Residential Evaluation Specialist designation. She is Ross Township Assessor with Lake County Government. She's been in the profession for 28 years and holds a Level 3 Indiana Certified Assessor-Appraiser.



JOSHUA HEILAND, RES, earned the Residential Evaluation Specialist designation. He is Training & Development Director with Volusia County (Florida) Property Appraiser's Office. He's been in the profession for six years and earned a Masters of Public Administration degree from Florida State University in Tallahassee.

STEPHEN ROLCZYNSKI, RES, earned the Residential Evaluation Specialist designation. He is deputy city assessor with Moorhead, Minnesota. He's been in the profession for nine years and holds a Bachelor of Science from North Dakota State University in Fargo.



IAAO-U
ASSESSORS' CENTER OF EXCELLENCE

**2026
LIVE-ONLINE
WORKSHOP**

BRIDGING THE GAP: Marrying Tabular Data & GIS

July 30, 2026 • 9:00 am - 1:00 pm CT

This 4-hour virtual beginner workshop is designed for assessors, administrators, and other assessment professionals with limited or no GIS experience.



CITY ASSESSOR

CITY OF LANSING
LANSING, MICHIGAN

JOB DESCRIPTION

Located both in Ingham County and Eaton County, Lansing's highlights include the historic Capital Building, a walkable downtown, large convention center, a minor league baseball stadium, dozens of restaurants, and diverse housing options. The City of Lansing truly offers plenty for everyone in a dynamic and livable city!

The City Assessor is responsible for keeping inventory and value of all assessable property within the City. As part of the City's executive management team, the position will work closely with other leaders to develop and implement short and long-term strategic plans needed to accomplish the City's goals and fulfill its mandates. Lansing is a strong mayor form of government. The position of City Assessor is appointed by the mayor and reports to the deputy mayor. This position manages a staff of nine (9) and a budget of \$1,755,264.

The Assessor's Department is responsible for establishing fair and equitable property tax assessments for City of Lansing taxpayers. The Assessing Department annually establishes the Assessed and Taxable Value of all taxable property located within the City, which includes 37,000 residential parcels and 6,000 non-residential parcels. It is the responsibility of the Assessor's Department to maintain the integrity and accuracy of the assessment and tax rolls. That responsibility includes:

- Processing Principal Residence Exemptions (Homesteads), Principal Residence Exemption Rescissions, Conditional Rescission of Principal Residence Exemption request.
- Processing land division or any legal description changes to the assessment or tax rolls.
- Reviewing all deeds and updating the tax roll to reflect current property ownership.
- Maintaining a record of sales activity to determine fair market value and assessed value.
- Continually updating property infor-



mation with new construction and demolitions.

- Assisting taxpayers with information, including appeal information.
- Maintaining a record of all business personal property along with the valuation and exemptions.
- Annually calculating capped and taxable value for all property.

MINIMUM QUALIFICATIONS:

- Possess a bachelor's degree in business administration, Public Administration, or a related field.
- Possess a State of Michigan Level IV (MMAO) Assessor's Certificate.
- Five (5) years of experience in public assessment, including three (3) years at a supervisory level; and a college level class in supervisory management.
- Experience defending assessments before the Small Claims and full Michigan Tax Tribunal.

REQUIRED KNOWLEDGE AND SKILLS:

- Comprehensive knowledge of appraisal methods and techniques, Michigan property tax laws, and the theory and practice of property assessment and the mass appraisal processes accepted in the State of Michigan.
- Considerable knowledge of real estate terminology and interments of

transfer, building materials, practices and terminology and the application and use of computer-assisted assessment program.

- Considerable skill in planning and supervising the work of employees and in preparing budgets.
- Comprehensive skill in interpreting legislation, in evaluating ratio studies, and in communicating assessment policies and practices to taxpayers, local officials and the general public.

PREFERRED CANDIDATES WILL HAVE:

- A customer service orientation, with the ability to establish and maintain effective working relationships and use good judgment, initiative, and resourcefulness when dealing with employees, elected officials, and the public in both cooperative and contentious situations.
- A commitment to advancing diversity, equity, and inclusion initiatives.
- The ability to be a confident, a problem solver and a consensus builder committed to the tenets of transparency, collaboration, and inclusiveness.

The salary range is \$120,000-\$135,000 DOQE, with a comprehensive benefits package.

Apply online at <https://vettraino-consulting.com/lansing-city-assessor>

The City of Lansing is an Equal Opportunity Employer and values di-

versity, equity and inclusion and seeks candidates who represent a variety of backgrounds and perspectives.

Advertisement for this position has been extended. Candidates will be reviewed upon receipt of application. Job will remain open until filled.

CHIEF COUNTY ASSESSMENT OFFICER

DEKALB COUNTY
SYCAMORE, ILLINOIS

The Chief County Assessment Officer (CCAO) serves as the Supervisor of Assessments for DeKalb County and is responsible for overseeing all property assessment activities in accordance with the Illinois Property Tax Code. This appointed position plays a vital role in ensuring that property values are assessed fairly and equitably throughout DeKalb County, directly affecting local funding for schools, taxing bodies, infrastructure, and public services.

The Assessment Office has primary responsibility in three areas: approving exemption applications and auditing existing exemptions; validating and updating property ownership records; and supporting the DeKalb County Board of Review. The office also administers portions of the Geographic Information Services (GIS) function, which supports DeKalb County's land records system. The office currently includes four (4) support staff.

The CCAO reports to the DeKalb County Board and works collaboratively with DeKalb County's elected officials, township assessors, and the Illinois Department of Revenue to maintain accurate, transparent, and equitable assessments across the county.

ESSENTIAL FUNCTIONS

The duties of the CCAO are fixed by Illinois State statute and mandated by the Illinois Property Tax Code. They include, but are not limited to:

- Assembling township assessors for instruction on the assessment process;
- Preparing and maintaining tax maps and parcel ownership information;
- Receiving and analyzing township assessment rolls;

- Equalizing assessments within DeKalb County or any area therein;
 - Applying various exemptions to homestead and other qualifying properties;
 - Publishing the assessment roll for each township within DeKalb County;
 - Providing mailed notice to owners of property with revised assessments;
 - Certifying the assessment roll to the DeKalb County Board of Review;
 - Reporting statistical abstracts to the Illinois Department of Revenue;
 - Serving as Clerk of the DeKalb County Farmland Annual Review Committee;
 - Serving as Clerk of the DeKalb County Board of Review;
 - Overseeing the administration and accuracy of the County's GIS land records system;
 - Supervising and directing departmental staff, including bargaining unit employees, in accordance with applicable collective bargaining agreements and County policy; and
 - Participating in the DeKalb County Job Audit Committee process as applicable under the AFSCME collective bargaining agreement.
- These duties are subject to change through the state legislative process.

TERM OF OFFICE

The term of office shall be four (4) years from the date of appointment and until a successor is appointed and qualified, as provided under the Illinois Property Tax Code. Outside employment while holding this position is prohibited.

COMPENSATION AND BENEFITS

The salary for this position ranges from \$121,000 to \$127,000. DeKalb County Government also offers a benefits package including participation in the Illinois Municipal Retirement Fund (IMRF), health, dental, and life insurance coverage, and a Paid Hours Off (PHO) program covering vacation, sick leave, and holidays. DeKalb County offers a 457 deferred compensation savings plan as well.

CONDITIONS OF EMPLOYMENT

Any offer of employment is contingent upon the successful completion of a background screening. The selected candidate must comply with

all applicable provisions of the Illinois Property Tax Code and DeKalb County personnel policies throughout the term of office.

EQUAL OPPORTUNITY EMPLOYER

DeKalb County Government is committed to providing equal employment opportunities to all individuals regardless of race, color, religion, sex, national origin, age, disability, marital status, political beliefs, or other protected characteristics in accordance with applicable federal and state law. DeKalb County is proud to be an Equal Opportunity Employer (EOE).

DeKalb County Government 110 E. Sycamore Street, Sycamore, IL 60178
An Equal Opportunity Employer

JOB REQUIREMENTS

KNOWLEDGE, SKILLS, AND ABILITIES REQUIRED

- Working knowledge of the Illinois Property Tax Code, particularly those areas related to requirements and procedures for preferential assessments, homestead exemptions, and Board of Review complaints;
- Familiarity with computer software used for the tracking of property assessments and other administrative systems and applications;
- Ability to exercise considerable independent judgment in interpreting and applying state statutes and county policies;
- Exceptional communication skills, including the ability to present to large groups and interact effectively with taxpayers, county officials, and state agencies;
- Demonstrated supervisory and management skills, including experience directing professional and administrative staff; and
- Ability to work collaboratively with township assessors, county departments, elected officials, and the DeKalb County Board.

MINIMUM QUALIFICATIONS

Pursuant to the Illinois Property Tax Code, to enter upon the duties of the office of CCAO, a candidate must possess one of the following active designations, as certified by the individual to the County Clerk:

- A currently active Certified Illinois Assessing Officer (CIAO) designation from the Illinois Property Assess-

ment Institute;

- A currently active AAS, CAE, or MAS designation from the International Association of Assessing Officers (IAAO); or
- A currently active MAI, SREA, SRPA, SRA, or RM designation from the Appraisal Institute.

In addition, the candidate must:

- Have at least two (2) years of experience in the field of property sales, assessments, finance, or appraisals; and
- Have passed an examination conducted by the Illinois Department of Revenue to determine competence to hold the office.
- Establish residency in Dekalb County within 18 months of hire.

These qualifications are subject to change through the state legislative process.

APPLY FOR THIS JOB

Contact: Tim Neubert

Email: tneubert@dekalbcounty.org

Apply: <https://dekalbcounty.work-brightats.com/jobs/1301891>

COUNTY ASSESSOR

GLoucester County

GLoucester, Virginia

Gloucester County is looking for a knowledgeable, innovative and customer service-oriented individual to be the County Assessor, leading the Real Estate Assessment team. Reporting directly to the Chief Financial Officer, the County Assessor leads an established department of 5 highly engaged and dynamic full-time employees.

Gloucester County is a full-service local government, providing schools, libraries, law enforcement, planning and zoning, parks and recreation, utilities, E911 and other services to 40,000 residents over 225 square miles. The County's FY26 General Fund budget is \$89 million. The most recent re-assessment, conducted in 2025, produced an assessed value of real property over \$7 billion. Currently re-assessments are done triennially.

The Department of Real Estate Assessment is approximately 17 years old with a fully implemented CAMA system, Vision.

The goals of the department are to effectively produce a quality re-assessment of all real property based on fair market value, assuring uniformity throughout the different classifications of property assessed in the County, with the result being fair and even distribution of the tax burden among all property owners.

The work environment at Gloucester is fast-paced, performance-based, incorporating both public and private sector best practices, and fun-infused. You can expect regular and constructive feedback, development opportunities, great benefits, excellent coworkers, and engaged leaders at every level.

You will have opportunities to be mentally stimulated; use problem solving skills; implement industry's best practices; be an important part of a fun, friendly and efficient team; and be a daily resource maintaining the trust and integrity developed by the department with our citizens, elected officials, and with our county employees.

JOB REQUIREMENTS

- Possession of a bachelor's degree in real estate, Economics, Business or Public Administration, or a related field required, master's degree preferred.
- Six (6) to nine (9) or more years of progressively responsible experience in assessment and appraisal with considerable experience working with complex databases and CAMA systems, including three (3) years of supervisory experience.
- Successful completion of core course curriculum of the International Association of Assessing Officers (IAAO).
- Any equivalent combination of training and experience which provides the required skills, knowledge and abilities.

SPECIAL QUALIFICATIONS:

- Possession of a valid driver's license; possess and maintain a driving record that meets established Gloucester County Driving Standards required.
- Certification as Certified Assessment Evaluator (CAE) by the IAAO; Certified General Real Estate Appraisal License issued by the Commonwealth of Virginia Department of

Professional and Occupational Regulation.

To be considered for this position, your online application must include a cover letter, resume and three (3) professional references.

Professional references are individuals who can attest to your job-related knowledge, skills and abilities while working or in a volunteer capacity and are not family or personally related. Professional references should include job title, company name and address, phone numbers and email address if available.

Gloucester County is an Equal Opportunity Employer & Drug Free Workplace

APPLY FOR THIS JOB

Contact: Penny Reed

Email: preed@gloucesterva.info

Phone: 8042101904

Apply: <https://secure.neogov.com/job/details/0812c784b701c8f8ebd2c10503e788d1/jobpostings>

COMMERCIAL APPRAISAL OFFICER

UTAH COUNTY

PROVO, UTAH

The Utah County Assessor's office is responsible for classifying all property in the county; in cooperation with the Recorder's office, associate ownership with the property; establishing a taxable value for all property subject to property taxation; and compiling this information into reports that are utilized by the Auditor's office to calculate tax rates and the Treasurer's office for collections.

Those applicants meeting the specified qualifications and additional screening criteria will be referred for a hiring interview. The Human Resource Office will continue to consider qualified candidates as needed until the position is filled

Applicants must possess certification as a Certified General Appraiser with the Utah State Department of Commerce.

THE OPPORTUNITY

Under general guidance and direction of the Chief Deputy – County Assessor, coordinates learning and

development for commercial appraiser trainees. Organizes and performs duties related to Board of Equalization procedures, including defending property values and representing the County in local and state hearings.

JOIN OUR TEAM AND EARN A \$5,000 WELCOME BONUS

May be Eligible for Hourly Pay Above 80 Hours Worked in a Pay Period

Start With 40 Hours of Paid Time Off in Your Leave Bank

Pay Range: Grade 731 \$104,145.60 - \$137,633.60 Annually

Schedule: 8 a.m. - 5 p.m. Monday through Friday

JOB QUALIFICATIONS

Bachelor's degree.

Five (5) years of appraisal work experience, including two (2) years as a Certified General Appraiser.

Applicants must possess certification as a Certified General Appraiser with the Utah State Department of Commerce.

ADDITIONAL ELIGIBILITY QUALIFICATIONS:

Incumbents must possess General Ad Valorem Appraiser designation with the Utah State Tax Commission or must obtain said designation within twenty-four (24) months of employment.

Applicants must possess a valid driver's license and obtain a valid State of Utah driver's license within sixty (60) days of employment.

Selected applicants will be required to submit to a pre-employment drug screen and background check.

To apply for this position, please use the Open Jobs/Apply Here button at the Utah County Government website: hr.utahcounty.gov

Click here for a full job description https://hr.utahcounty.gov/cms/uploads/Commercial_Appraisal_Officer_3548_5e01e0800c.pdf

BENEFITS PACKAGE INCLUDES:

- 100% paid premiums for health insurance
- Up to 6.2% match in your 401(k)
- Utah Retirement Systems (Pension and 401(k) options)
- Pre-tax savings Health Savings Account (HSA)
- Fourteen (14) paid Holidays

- Dental and Vision Insurance
- Employee Assistance Program

JOB REQUIREMENTS

- Bachelor's degree.
- Five (5) years of appraisal work experience, including two (2) years as a Certified General Appraiser.
- Applicants must possess certification as a Certified General Appraiser with the Utah State Department of Commerce.

APPLY FOR THIS JOB

Contact: Utah County Government

Email: humanresources@utahcounty.gov

CERTIFIED GENERAL/COMMERCIAL APPRAISER: VALUATION ANALYST

**UTAH COUNTY
PROVO, UTAH**

The Utah County Assessor's office is responsible for classifying all property in the county; in cooperation with the Recorder's office, associate ownership with the property; establishing a taxable value for all property subject to property taxation; and compiling this information into reports that are utilized by the Auditor's office to calculate tax rates and the Treasurer's office for collections.

Closing Date: *open until filled

Those applicants meeting the specified qualifications and additional screening criteria will be referred for a hiring interview. The Human Resource Office will continue to consider qualified candidates as needed until the position is filled

Required Certification: Must possess certification as Certified General Appraiser with the Utah State Department of Commerce.

THE OPPORTUNITY

Under general guidance and direction of the Valuation Manager, estimates the market value of commercial real property for taxation purposes. Conducts market valuation of commercial properties, such as retail centers, office buildings, hotels, apartment complexes, data centers, and

specialized-use buildings, especially in cases where sales data is limited. The role ensures accuracy by identifying outliers, investigating potential data errors, and reconciling assessed values with market data. Additionally, ensures compliance with relevant state mandates.

JOIN OUR TEAM AND EARN A \$5,000 WELCOME BONUS

May be Eligible for Hourly Pay Above 80 Hours Worked in a Pay Period

Start with 40 Hours of Paid Time Off in Your Leave Bank

Pay Range: Grade 731 \$104,145.60 - \$137,633.60 Annually

Schedule: 8 a.m. - 5 p.m. Monday thru Friday

JOB QUALIFICATIONS:

Bachelor's degree.

Five (5) years of appraisal work experience, including two (2) years as a Certified General Appraiser.

Applicants must possess certification as Certified General Appraiser with the Utah State Department of Commerce.

Preferred Candidates will possess some of the below attributes:

Preference may be given to applicants with work experience in assessing.

ADDITIONAL ELIGIBILITY QUALIFICATIONS:

Incumbents must possess Ad Valorem General Appraiser designation with the Utah State Tax Commission or must obtain said designation within twenty-four (24) months of employment

Selected applicants will be required to submit to a pre-employment drug screen and background check.

To apply for this position, please use the Open Jobs/Apply Here button at the Utah County Government website: hr.utahcounty.gov

Click here for a full job description https://hr.utahcounty.gov/cms/uploads/Commercial_Valuation_Analyst_2549_00d6e1fc85.pdf

BENEFITS PACKAGE INCLUDES:

- 100% paid premiums for health insurance
- Up to 6.2% match in your 401(k)
- Utah Retirement Systems (Pension and 401(k) options)

- Pre-tax savings Health Savings Account (HSA)
- Fourteen (14) paid Holidays
- Dental and Vision Insurance
- Employee Assistance Program

JOB REQUIREMENTS

- Bachelor's degree.
- Five (5) years of appraisal work experience, including two (2) years as a Certified General Appraiser.
- Applicants must possess certification as Certified General Appraiser with the Utah State Department of Commerce.

APPLY FOR THIS JOB

Contact: Utah County Government - Assessor's Office

Email: HumanResources@utahcounty.gov

COMMERCIAL APPRAISER

OSCEOLA COUNTY PROPERTY APPRAISER KISSIMMEE, FLORIDA

The Commercial Appraiser for the Osceola County Property Appraiser (OCPA) is responsible for collecting, analyzing, and reviewing data and information using accepted appraisal methods and assessment tools, including cost, market, and income ap-

proaches for the valuation of assigned improved and vacant commercial properties to produce and maintain an accurate tax roll.

JOB REQUIREMENTS

REQUIRED:

- High school diploma or GED and a minimum of four years' appraisal experience.
- Certified Florida Evaluator (CFE) designation or an equivalent.
- Knowledge of Department of Revenue (DOR) rules and regulations and Florida Statutes pertaining to commercial property appraisals and ad-valorem property taxation.

Knowledge of real estate appraisal methods (including cost, market, and income approaches) and techniques, commercial building components, construction techniques, and materials that can impact property value. Knowledge of the geographical layout of Osceola County, section maps, plats, surveys, sketches, aerial photographs, land use and zoning regulations, blueprints, legal property descriptions, and real estate sales data.

- Proficient in using Microsoft Office applications (especially Word and Excel).
- Technical orientation and aptitude to learn and apply new software ap-

plications.

- Willingness to safeguard the confidentiality of sensitive information.
- Must be friendly, approachable, and able to build rapport with others easily.
- Ability to communicate and articulate information verbally and in writing clearly, concisely, and effectively; ability to speak in front of a group.
- Ability to communicate sensitive issues with tact and diplomacy and to maintain a polite and respectful demeanor under all circumstances.
- Good listening skills.
- Attention to detail, thoroughness, and accuracy.
- Numerical aptitude.
- Valid Florida driver's license and must meet OCPA driving and insurance standards.

APPLY FOR THIS JOB

Contact: Marisol Hernandez

Email: mher@property-appraiser.org

Phone: 407-742-5000

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