

Staffing and Human Resource Management

To: Assessment Practices Review Panel
From: Kerry W. Welsh, Assistant County Assessor

All St. Louis County Assessor's Office appraisers have met minimum experience requirements and have been tested & interviewed prior to being placed on a certified list. The list is then provided to the County Assessor for one or more interviews conducted by the department head and members of the office staff.

The testing process provides our office with a list of applicants who have the aptitude and skill sets needed to be a successful Real Estate Appraiser I. The skill sets include the following:

- Appraisal Methods and Techniques
- Minnesota Property Tax Laws
- Technology Skills (CAMA and Basic Computers)
- Interpersonal Communication Skills (Oral and Written)

It has been pointed out that all the assessors in St. Louis County attend and receive the same educational courses and training. However, St. Louis County staff appraisers are working under the direct supervision of a Principal Appraiser and are in daily contact with other staff members. The daily interaction with other appraisers and direct oversight of each appraiser creates an atmosphere which provides a complete training experience. The staff is then better able to generate a consistent, fair, and equalized work product.

As we look at other options, is it realistic to expect that we will have future applicants for local assessor positions that will possess the aptitudes and skills required to attain the same work product?

The local assessor positions are part-time, offer no benefits, and the job itself is not considered a popular vocation.