

Agenda Item 4(a) -

**Recruitment & Retention: The
Challenges in Locating & Retaining
Talent that Possess the Skills,
Experience, Educational Qualifications
& Credentials**

James Martin

**Bureau Chief, California Bureau of
Appraisers**

ITEM 4a
9/19/19

California Bureau of Real Estate Appraisers



**Jim Martin – Chief
BOE Meeting September 19, 2019**

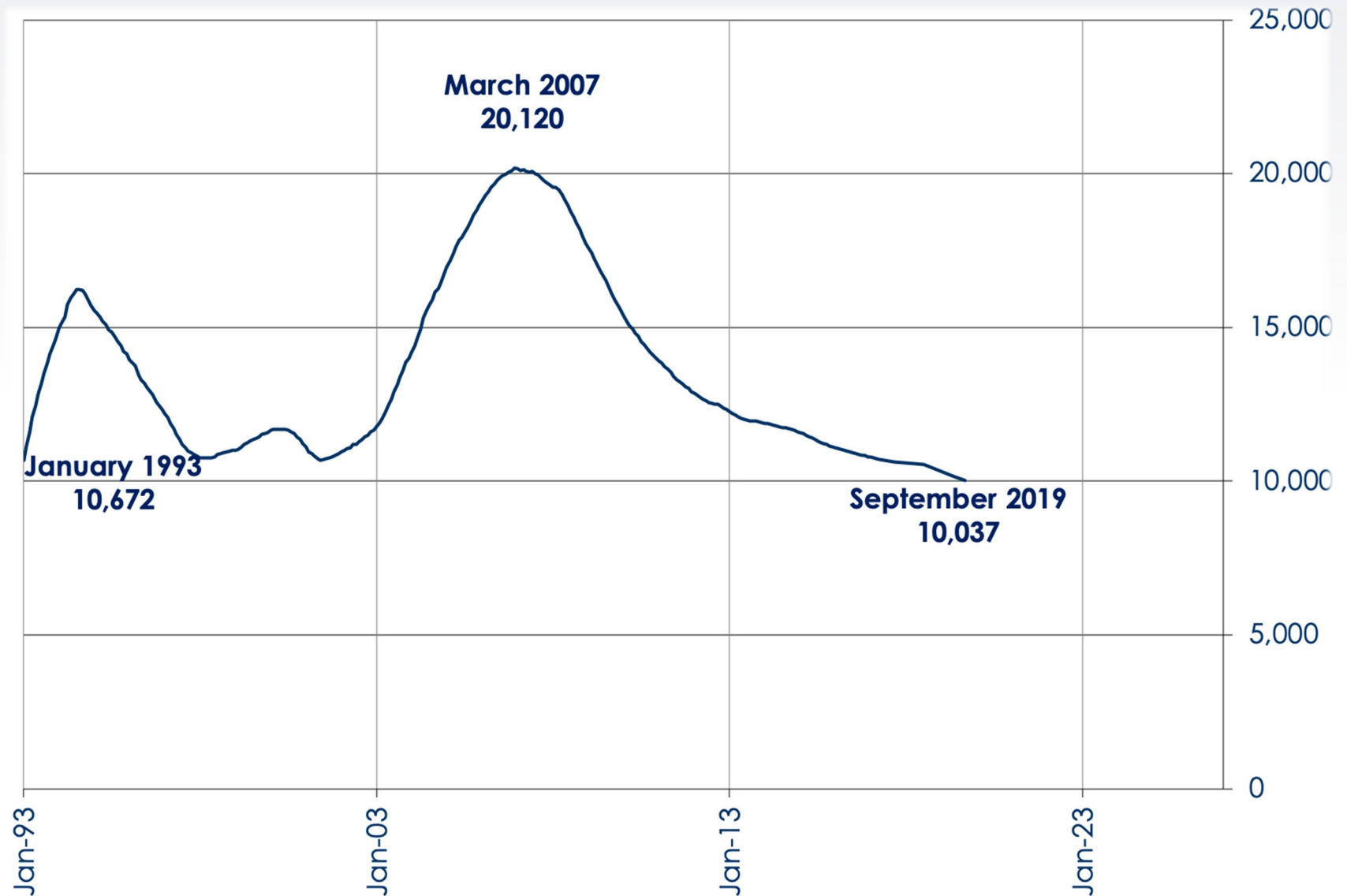
Bureau of Real Estate Appraisers

The Bureau of Real Estate Appraisers (BREAA) is a single program comprised of two core components, licensing and enforcement of real property appraisers.

The Licensing Unit sets the minimum requirements for education and experience, according to criteria set by the federal government and California law, to ensure that only qualified persons are licensed to conduct appraisals in federally related real estate transactions.

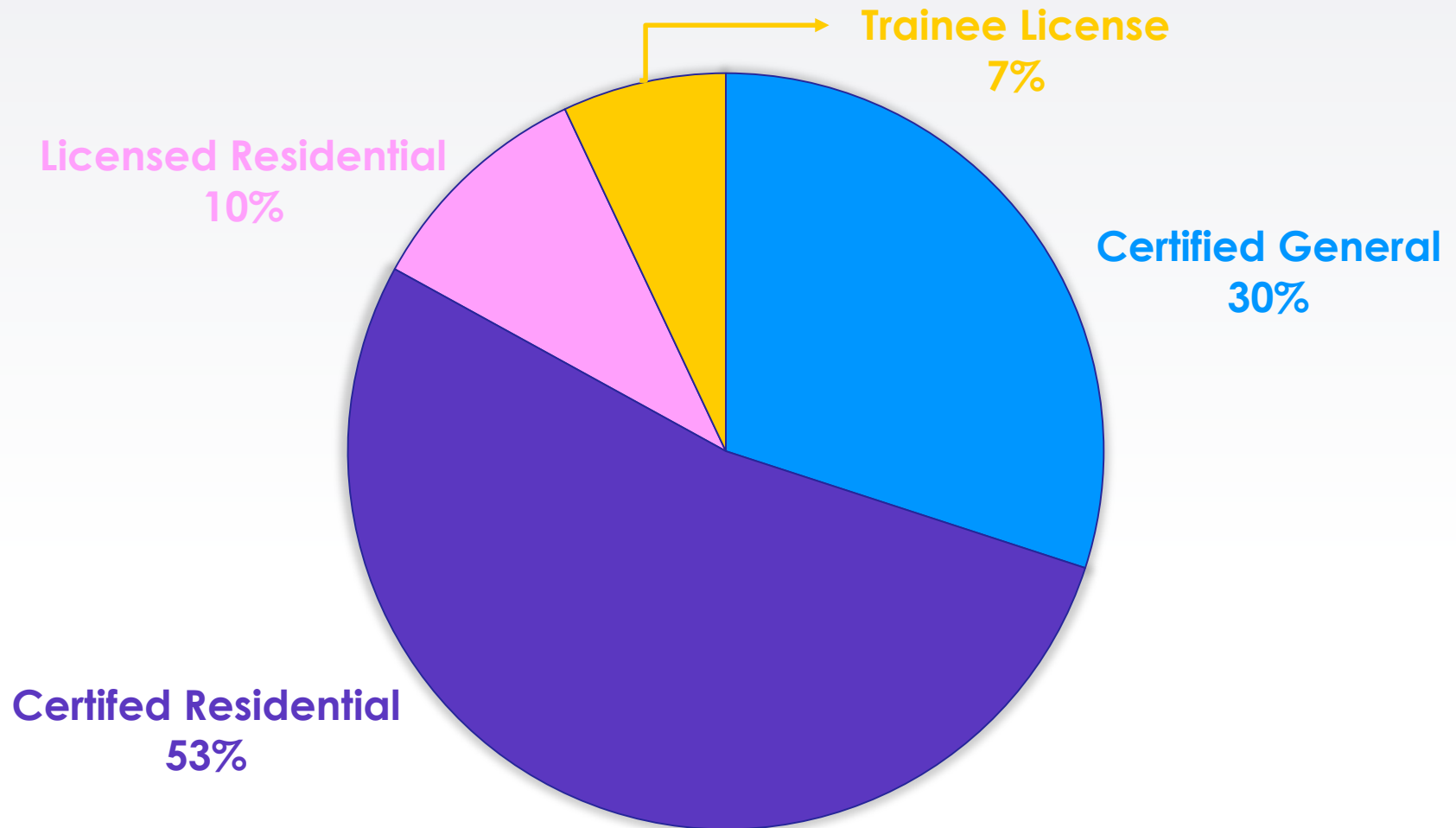
The Enforcement Unit investigates the background of applicants, licensees, and registrants to ensure they are fit for licensure. The Enforcement Unit also investigates complaints of violations of national appraisal standards filed against licensed appraisers

BREA Historic Licensing Statistics



BREA Current Licensing Statistics

As of September 6, 2019, there were **10,037** active licensed and certified appraisers in California

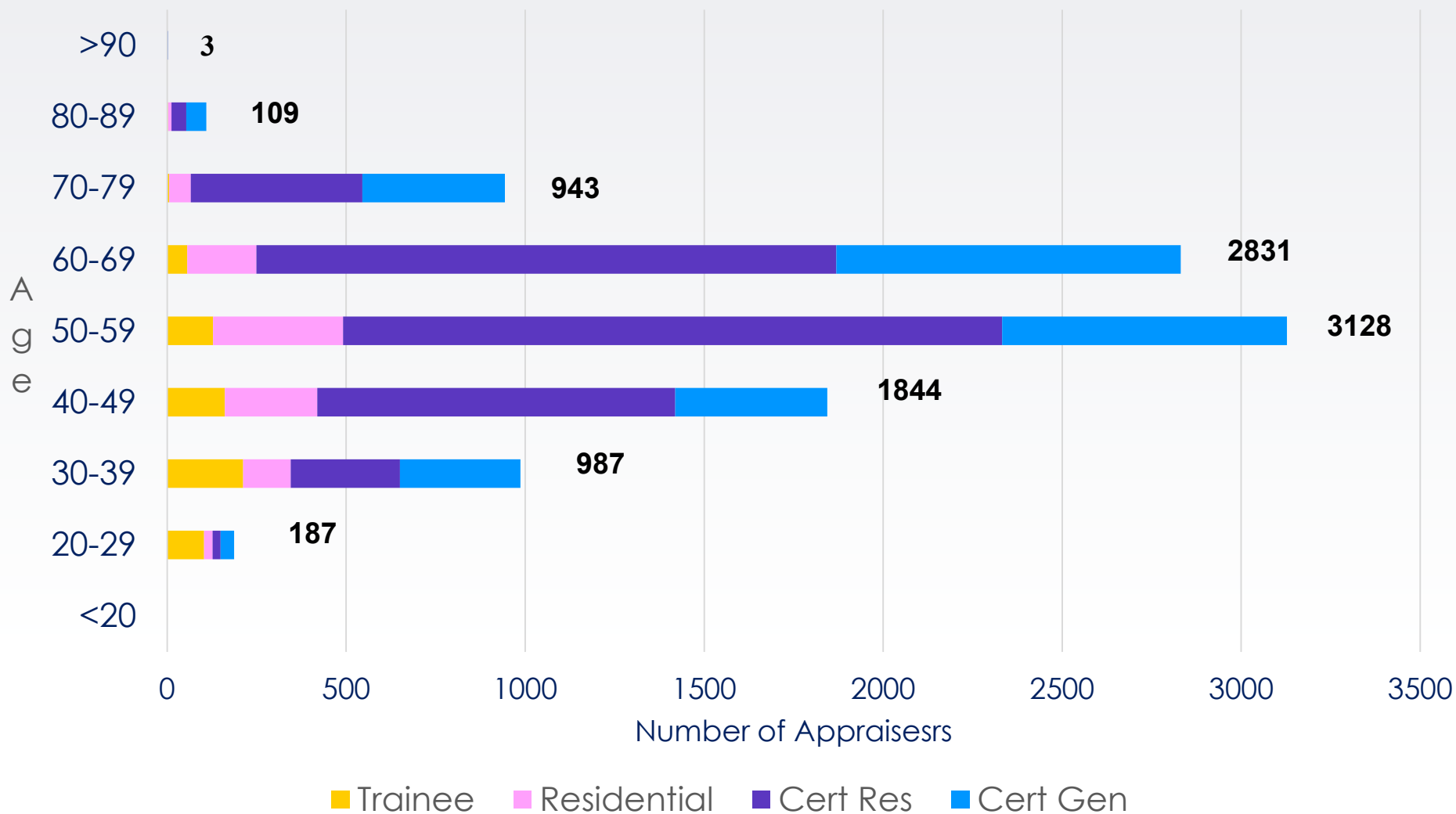


Why the Decline?

BREA as well the other state regulatory agencies have continued to see a steady decline in the licensed and certified appraiser population due to:

- Changes in lending rules
- Advancements in technology
- Stagnate or Declining Fees
- Aging out of profession

BREA Age of Appraisers



BREA Appraisers by County

The number of BREa licensed and certified appraisers are consistently higher in the larger populated counties

For example:

County Name	Number of Licensees	County Population	Appraisers per 100,000	County Sq. Miles	Population Density per Sq. Mile	Appraiser Density per 10 Sq. Mi.
Alameda	306	1,666,753	18	739	2,255	4
Alpine	1	1,101	< 1	738	1	< 1
Colusa	3	21,627	< 1	1,151	19	< 1
Contra Costa	455	1,150,215	40	716	1,607	6
Lassen	3	30,802	< 1	4,541	7	< 1
Los Angeles	1860	10,105,518	18	4,058	2,490	5

* See handout for a list of all California counties

BOE Exemption in CA Law

California law includes an exemption for BOE certified appraisers as follows:

“If a licensee also is certified by the Board of Equalization, he or she shall follow the standards established by the Board of Equalization when fulfilling his or her responsibilities for assessment purposes.”

(§11319 of the California Business and Professions Code)

Website Resources

CA.GOV

Department of Consumer Affairs
Bureau of Real Estate Appraisers

[Online Services](#) [Licensing & Registration](#) [Laws & Enforcement](#) [Forms & Publications](#) [About & Contact](#)

Search

How Do I...

- [Get an Appraiser License?](#)
- [Renew my License?](#)
- [Apply for an Upgrade to my License?](#)
- [Get a Letter of License History?](#)
- [Find an Appraiser?](#)
- [File a Complaint?](#)
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BREA Bulletin

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GAVIN NEWSOM

Secretary
Business, Consumer Services, and Housing Agency
ALEXIS PODESTA

Director
Department of Consumer Affairs
DEAN R. GRAFILO

Bureau Chief
James G. Martin

Search for an Appraiser

New Search

First Name: Jane
 Middle Initial: M.
 Last Name: Doe
 License Number:
 Company: Jane Doe Appraisals
 Phone: 123 A Street
 Street: Somecity
 City: California
 State: 9xxxx
 Zip: Somecounty
 County:
 License Level: AR
 License Status: Active
 Effective Date: 06/ /2019
 End Date: 06/ /2021
 Renewal Effective Date:
 Renewal Expiration Date:
 Next Renewal: USPAP
 Compliance:
 ADA Documents:

License History

License	Status	Start Date	End Date
Certified Residential	Renewal	06/13/2019	06/12/2021
Certified Residential	Renewal	06/13/2017	06/12/2019
Certified Residential	Renewal	06/13/2015	06/12/2017
Certified Residential	Renewal	06/13/2013	06/12/2015
Certified Residential	Renewal	06/13/2011	06/12/2013
Certified Residential	Renewal	06/13/2009	06/12/2011
Certified Residential	Upgrade	08/31/2007	06/12/2009
Residential	Renewal	06/13/2007	06/12/2009
Residential	Renewal	06/13/2005	06/12/2007
Residential	Upgrade	09/20/2004	06/12/2005
Trainee	Initial	06/13/2003	06/12/2005

Course History

Course History shown for January 1, 2013 and beyond. Contact BREa for further history.

Completed Date	Course Title	Course Number
10/15/2018	Federal and California Statutory and Regulatory Law Course	17CP754601246
10/12/2018	2018 Lake Tahoe Conference- Day 2	18CP754601333
10/11/2018	2018 Lake Tahoe Conference- Day 1	18CP754601332
11/12/2017	2018-2019 7-Hour National Uspap Update Course	17CUNOMU02007
05/11/2017	2017 Spring Litigation Conference	17CP754601260
02/10/2017	2017 Economic Forecast	17CP754601243
11/14/2016	Federal and State Laws & Regulations for Real Estate Property Appraisers	12CUNOMU02001
06/23/2016	FHA Appraising for Valuation Professionals	15CP754601176
01/04/2016	2016-2017 7- Hour National Uspap Update Course	15CUNOMU02006
08/15/2015	Online Business Practices & Ethics	13CP754601077
12/09/2013	2014-2015 7-Hour Uspap Update Course	13CUNOMU02004
09/21/2013	Real Estate Finance, Statistics, and Valuation Modeling	11754219

New Search

File a Complaint



Department of Consumer Affairs
Bureau of Real Estate Appraisers



Welcome to the Bureau of Real Estate Appraisers online Appraiser complaint form

To file an online complaint you will need to [Log in](#) to your account. (New users will need to create an account.)

Below are the [Instructions](#) for completing the form. They will help you understand our function and better help us to understand and act on your complaint.

COMPLAINT FORM INSTRUCTIONS

[Read more](#)

Main menu

- [Home](#)
- [Log in](#)
- [Download Blank Complaint Form](#)

Bureau of Real Estate Appraisers

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Rancho Cordova, CA 95670
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jim.martin@brea.ca.gov



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Alameda	310	1,666,753	19	739	2,255	4
Alpine	1	1,101	< 1	738	1	< 1
Amador	7	39,383	< 1	595	66	< 1
Butte	74	231,256	32	1,636	141	< 1
Calaveras	18	45,602	< 1	1,020	45	< 1
Colusa	3	21,627	< 1	1,151	19	< 1
Contra Costa	455	1,150,215	40	716	1,607	6
Del Norte	3	27,828	< 1	1,006	28	< 1
El Dorado	87	190,678	46	1,708	112	< 1
Fresno	187	994,400	19	5,958	167	< 1
Glenn	4	28,047	< 1	1,314	21	< 1
Humboldt	34	136,373	25	3,568	38	< 1
Imperial	11	181,827	6	4,177	44	< 1
Inyo	6	17,987	< 1	10,181	2	< 1
Kern	106	896,764	12	8,132	110	< 1
Kings	14	151,366	9	1,389	109	< 1
Lake	13	64,382	< 1	1,256	51	< 1
Lassen	3	30,802	< 1	4,541	7	< 1
Los Angeles	1,860	10,105,518	18	4,058	2,490	5
Madera	15	157,672	10	2,137	74	< 1
Marin	106	259,666	41	520	499	2
Mariposa	7	17,471	< 1	1,449	12	< 1
Mendocino	24	87,606	< 1	3,506	25	< 1
Merced	41	274,765	15	1,935	142	< 1
Modoc	0	8,777	< 1	3,918	2	< 1
Mono	8	14,250	< 1	3,049	5	< 1
Monterey	78	435,594	18	3,281	133	< 1
Napa	33	139,417	24	748	186	< 1
Nevada	59	99,696	< 1	958	104	< 1
Orange	1,274	3,185,968	40	791	4,030	16
Placer	221	393,149	56	1,407	279	2
Plumas	9	18,804	< 1	2,553	7	< 1
Riverside	530	2,450,758	22	7,206	340	< 1
Sacramento	390	1,540,975	25	965	1,597	4
San Benito	16	61,537	< 1	1,389	44	< 1
San Bernardino	388	2,171,603	18	20,057	108	< 1
San Diego	867	3,343,364	26	4,207	795	2
San Francisco	187	883,305	21	47	18,846	40
San Joaquin	129	752,660	17	1,391	541	< 1
San Luis Obispo	108	284,010	38	3,299	86	< 1
San Mateo	174	769,545	23	448	1,716	4
Santa Barbara	94	446,527	21	2,735	163	< 1
Santa Clara	406	1,937,570	21	1,290	1,502	3
Santa Cruz	85	274,255	31	445	616	2
Shasta	55	180,040	31	3,775	48	< 1
Sierra	0	2,987	< 1	953	3	< 1
Siskiyou	11	43,724	< 1	6,278	7	< 1
Solano	74	446,610	17	822	543	< 1
Sonoma	178	499,942	36	1,576	317	1
Stanislaus	127	549,815	23	1,495	368	< 1
Sutter	19	96,807	< 1	602	161	< 1
Tehama	7	63,916	< 1	2,950	22	< 1
Trinity	2	12,535	< 1	3,179	4	< 1
Tulare	64	465,861	14	4,824	97	< 1
Tuolumne	16	54,539	< 1	2,221	25	< 1
Ventura	271	850,967	32	1,843	462	1
Yolo	38	220,408	17	1,015	217	< 1
Yuba	8	78,041	< 1	632	124	< 1