



ANTONIO VAZQUEZ
CHAIRMAN
CALIFORNIA STATE BOARD OF EQUALIZATION

June 17, 2020

The Honorable Mike Schaefer
Vice Chair, Board of Equalization
450 N Street, MIC: 77
Sacramento, CA 95814

The Honorable Malia M. Cohen
Member, Board of Equalization
450 N Street, MIC: 71
Sacramento, CA 95814

The Honorable Ted Gaines
Member, Board of Equalization
450 N Street, MIC: 78
Sacramento, CA 95814

The Honorable Betty T. Yee
State Controller
300 Capitol Mall, Suite 1850
Sacramento, CA 95814

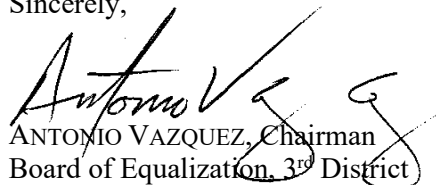
Re: June 23, 2020 Board Meeting Agenda Item L2.b, Board Members' Workforce Planning Workgroup

Dear Members,

Our last public discussion of the Workforce Planning Workgroup was on February 20, 2020, and I sincerely thank you for your patience and understanding in having to postpone the Board Members' Workforce Planning Workgroup discussions, which allowed us to focus on our COVID-19 public policy meetings. I have scheduled this L item for the June 23 Board meeting to refresh us on where we left off in February and where we are now in light of COVID-19. I am attaching the documents distributed for earlier Board Meetings for your reference in preparation for this meeting.

The purpose for our Workforce Planning Workgroup is to ensure that County Assessors and the BOE agency have the workforce talent necessary for the successful administration of property tax duties and functions. The workforce challenges that currently exist will become more significant if a Split Roll Initiative is approved by the voters in the November 2020 election, but will remain even without the additional workload that will be created should a split roll take effect. I look forward to our continued work together to address these urgent objectives.

Sincerely,


ANTONIO VAZQUEZ, Chairman
Board of Equalization, 3rd District

cc: Mr. Gary Gartner, Chief Deputy, Office of Vice Chair Mike Schaefer
Mr. Matt Cox, Chief Deputy, Office of Member Ted Gaines
Ms. Regina Evans, Chief Deputy, Office of Member Malia Cohen
Ms. Yvette Stowers, Deputy, Office of State Controller Betty T. Yee

Los Angeles County Assessor

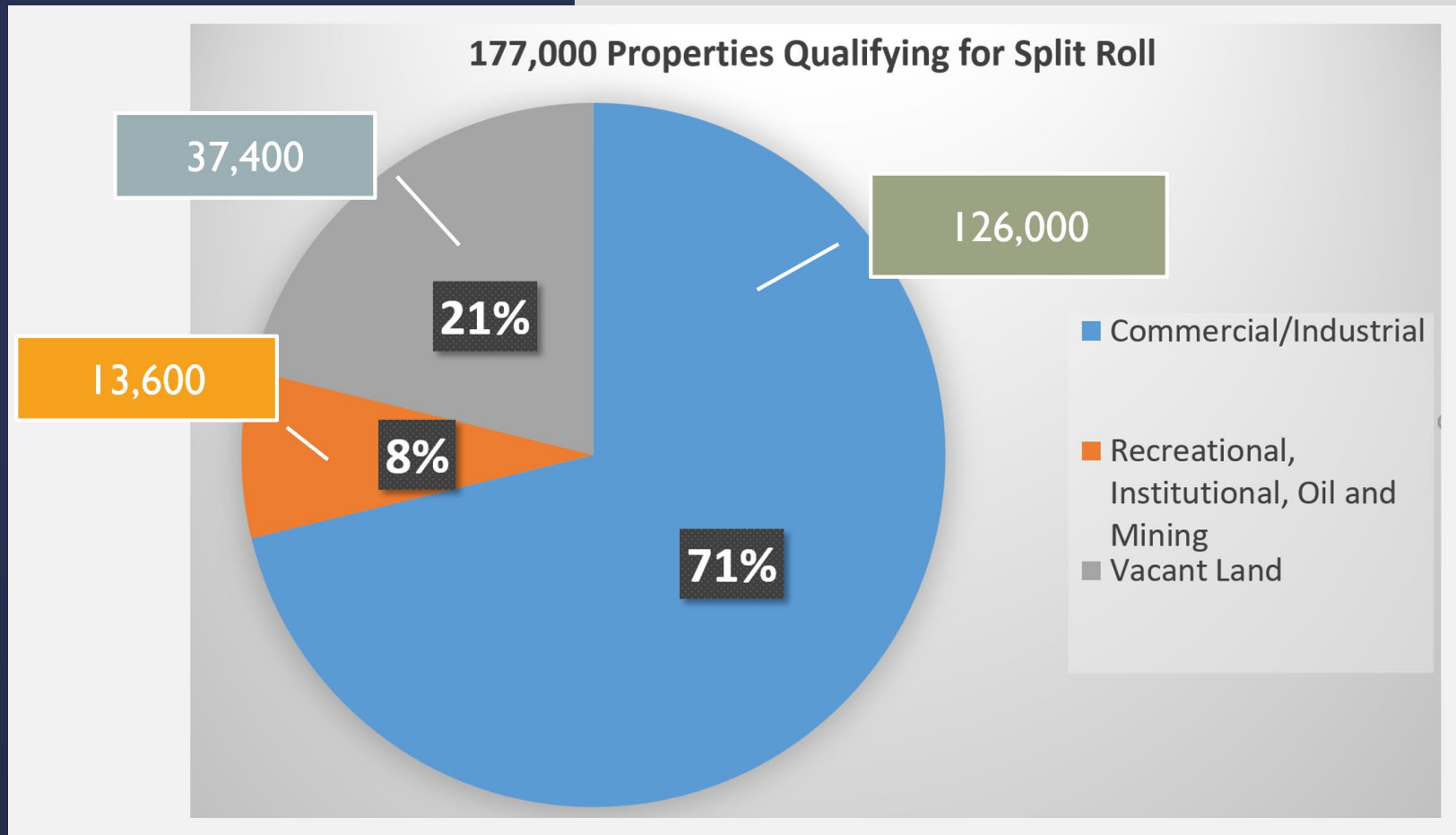
JEFFREY PRANG



College-Based Appraiser Training

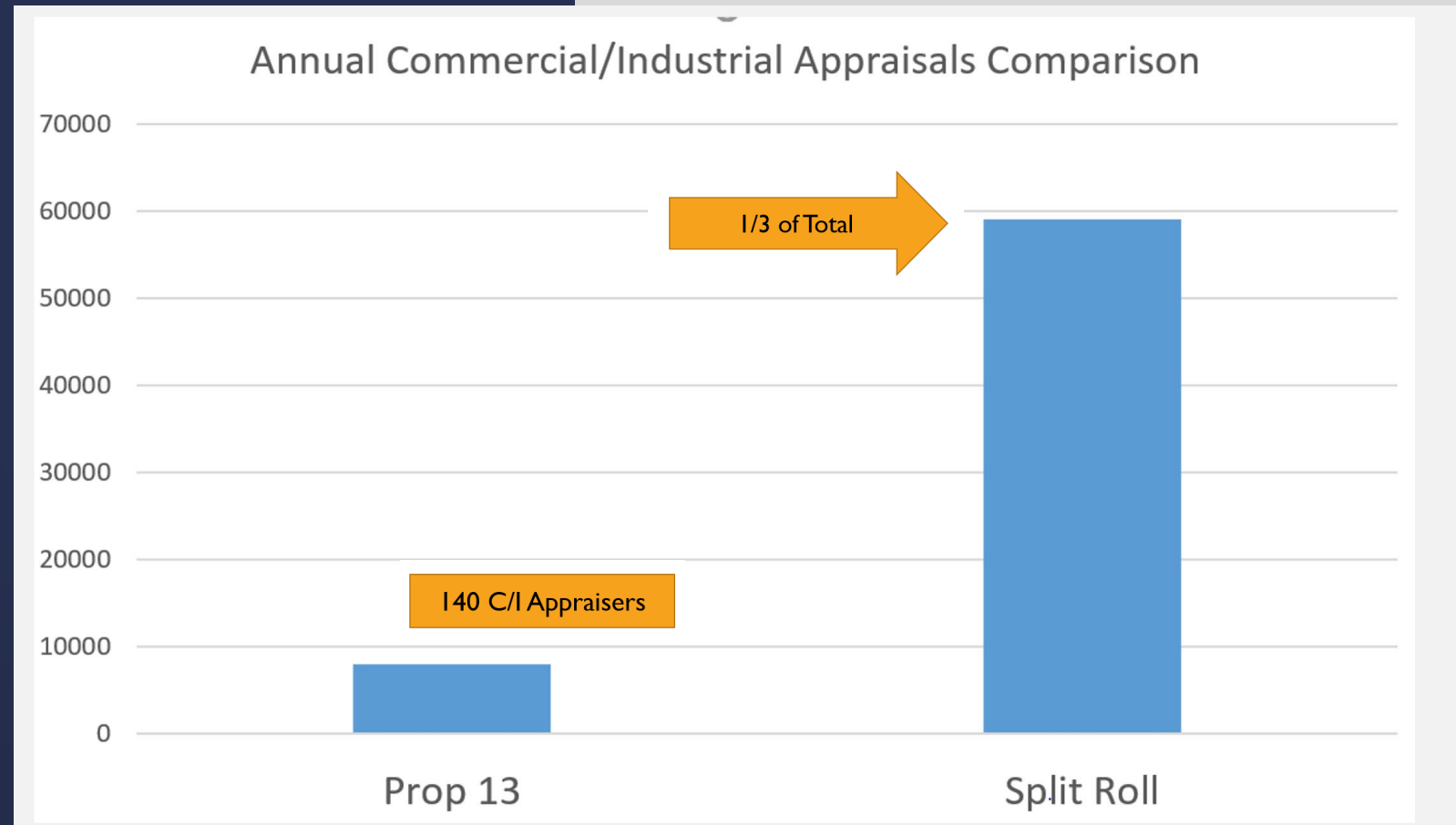
Split Roll

- 177,000 commercial-industrial properties in LA County
- Currently 6,000 to 10,000 C/I properties reassessed each year.



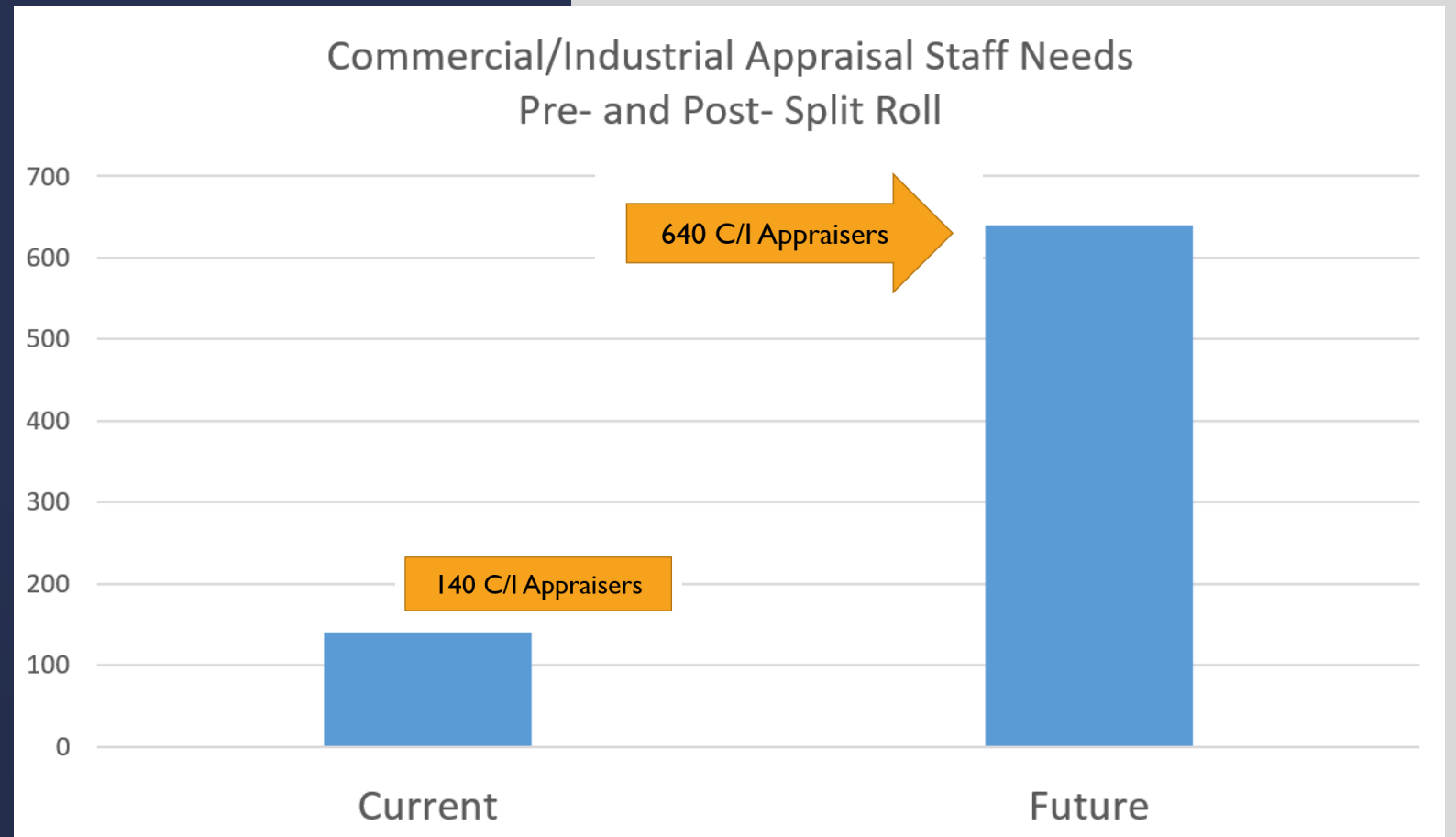
Workload Impact

- Currently 6,000 to 10,000 CI properties reassessed each year.
- Under Split Roll, approx. 59,000 appraisals per year



Appraisal Staff

- Current staffing: 1350 total employees; 550 appraisers.
- Additional appraisal staff needed:
 - 500 appraisers in LA
 - >1000 statewide.



Hiring and Training

- LA County has an intensive one-year training program.
 - Current requirement: four-year degree
 - 3 months classroom education
 - 3 months field training
 - 6 months supervised work and on-the-job training
- Maximum training capacity: 50 appraisers per year
 - Current attrition is 25-30 per year
 - Split Roll will result in additional loss caused by outside recruitment of experienced staff
- Los Angeles is the only County with a dedicated training program



College Based Training

- Needed to supplement current training options
- Critical if Split Roll passes
- Offers alternative career paths for individuals seeking a career in real estate appraisal



Two Tracks

1. Certificate in Property Tax Appraisal

- For candidates with bachelor's degrees
- Supplements existing training

2. Associate's Degree in Real Estate Appraisal

- Includes coursework for Certificate
- Provides broad vocational preparation for assessor or private sector appraisal jobs
- Provides transition for current clerical staff

Track 1: Classes for Candidates with a Bachelor's Degree

Certificate Program

- Approximately 4 classes
 - Real Estate Principles
 - Cost Approach
 - Market Approach
 - Income Approach
- Provides foundational education for real estate appraisal and prepares candidates for BOE Exam

Track 2: Associate's Degree

AA Outline

- 60+ credits, approx. 20 classes
 - 4 certificate classes
 - Real estate prerequisites
 - General ed requirements
 - Related coursework in econ, accounting, finance, public admin etc.

Key Benefits

- Vocational education for a career in real estate
- Career path for non-appraisal staff
- Preparation for related 4-year degree program



assessor.lacounty.gov
213.974.3101



@LACASSESSOR



ANTONIO VAZQUEZ
CHAIRMAN
CALIFORNIA STATE BOARD OF EQUALIZATION

February 7, 2020

The Honorable Mike Schaefer
Vice Chair, Board of Equalization
450 N Street, MIC: 77
Sacramento, CA 95814

The Honorable Malia M. Cohen
Member, Board of Equalization
450 N Street, MIC: 71
Sacramento, CA 95814

The Honorable Ted Gaines
Member, Board of Equalization
450 N Street, MIC: 78
Sacramento, CA 95814

The Honorable Betty T. Yee
State Controller
300 Capitol Mall, Suite 1850
Sacramento, CA 95814

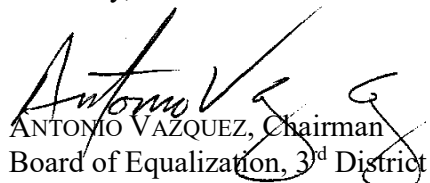
Re: February 19, 2020 Board Meeting Agenda Item L-2.b, Board Members' Workforce Planning Workgroup Framework

Dear Members,

Attached for your consideration is the framework for our Workforce Planning Workgroup. The outline incorporates the direction of the Board given in October 2019 and is aligned with the Board's role as constitutional officers of the State of California.

Member Gaines and I will continue to be the leads for this Workgroup and will report to the Board on action items and prepare reports and recommendations for the Board's consideration. Where there may be overlap with other Board Member projects or assignments we will determine and take into consideration the most effective and efficient approach.

Sincerely,


ANTONIO VAZQUEZ, Chairman
Board of Equalization, 3^d District

1 Enclosure

cc: Mr. Gary Gartner, Chief Deputy, Office of Vice Chair Mike Schaefer
Mr. Dave Titus, Chief Deputy, Office of Member Ted Gaines
Ms. Regina Evans, Chief Deputy, Office of Member Malia Cohen
Ms. Yvette Stowers, Deputy, Office of State Controller Betty T. Yee

Item L2b
02/20/20

**Board Members' Workforce Planning Workgroup
Framework/Outline
February 2020**

Purpose

- The Board Members' Workforce Planning Workgroup was established by the Board to ensure that the County Assessors and the BOE agency has the workforce talent necessary for the successful administration of property tax duties and functions. Consistent with the Board's duty to ensure the uniform tax administration statewide, the Board initiated this action based on input gathered from the Statewide Informational Hearings and their commitment to serve taxpayers through fair, effective and efficient tax administration. The workforce challenges that currently exist would be significantly more impactful if the Split Roll proposition is approved by the voters in the November 2020 election. However, the impact of declining workforce capacity at the state and local government levels remain, even without the additional workload from a Split Roll program.

Structure

- The Board Members' Workgroup would perform its role by collaborating with property tax industry stakeholders to identify workforce related risks and issues and communicating with the Governor's Office, the State Legislature, state agencies, colleges, universities and others to identify contemporary strategies designed to address/solve the workforce issues.
- The Workgroup would include a multi-disciplinary membership, tentatively consisting of, but not limited to:
 - California Assessor's Association
 - County Assessors
 - State Agencies – BOE, DOF, CalHR, SPB
 - Unions and Labor Relations professionals
 - Property Tax industry professionals
 - State Legislature
 - Colleges and Universities

Process

- Establish the Workgroup structure (units, topic, etc.)
- Establish charter and guidelines/policies
- Establish the meeting dates, schedule and locations
- Create communications and reporting plans
- Determine constraints and opportunities
- Determine workforce trends and best practices

Outcomes

- Define target outcomes
- Determine budget needs
- Define personnel policy needs

Metrics

- Establish metrics for each targeted outcome to ensure public transparency and accountability.

Timeframe

- The Workgroup was established effective October 2019 and will be operative ongoing until further direction from the Board.



MALIA M. COHEN
MEMBER, SECOND DISTRICT
CALIFORNIA STATE BOARD OF EQUALIZATION

February 20, 2020

TO: MEMBERS OF THE BOARD OF EQUALIZATION

FROM: MALIA M. COHEN, MEMBER, SECOND DISTRICT

RE: WORKFORCE PLANNING WORK GROUP – RECOMMENDED WORK GROUP MEMBERS

Per the request of the Chair to provide the list of names of individuals to participate on the Board's Workforce Planning Work Group, below please find the names of my recommended work group members:

- Honorable Don Gaekle, President, California Assessors Association and Stanislaus County Assessor,
- Katie Hagen, Chief Deputy Director, California Department of Tax & Fee Administration,
- Honorable Jeffrey Prang, Los Angeles County Assessor,
- James Martin, Bureau Chief, California Bureau of Appraisers,
- Eric C. Schneider, President, National Appraisal Institute,
- Honorable Leslie Morgan, Shasta County Assessor.
- Sheneui Weber, Vice Chancellor for Workforce and Economic Development, CA Community College District
- Brenda Fleming, Executive Director, California State Board of Equalization

If you have any questions regarding my recommendations, please contact me directly at 916-445-4081.

Thank you.