



LOS ANGELES COUNTY
OFFICE OF THE ASSESSOR
JEFF PRANG

Board Work Group: Workforce Planning Meeting

Tuesday, July 25, 2023

Joseph Vicente, Chief Appraiser, Training Division LA County

Updated Workforce Assessment

- As of July 10th, LA County Assessor employs 1,273 staff members
 - Appraisers – 610
 - All others (non-appraisal) - 663
- Last 10 years
 - All staff average attrition – 7.2%
 - Appraisers – 6.0%

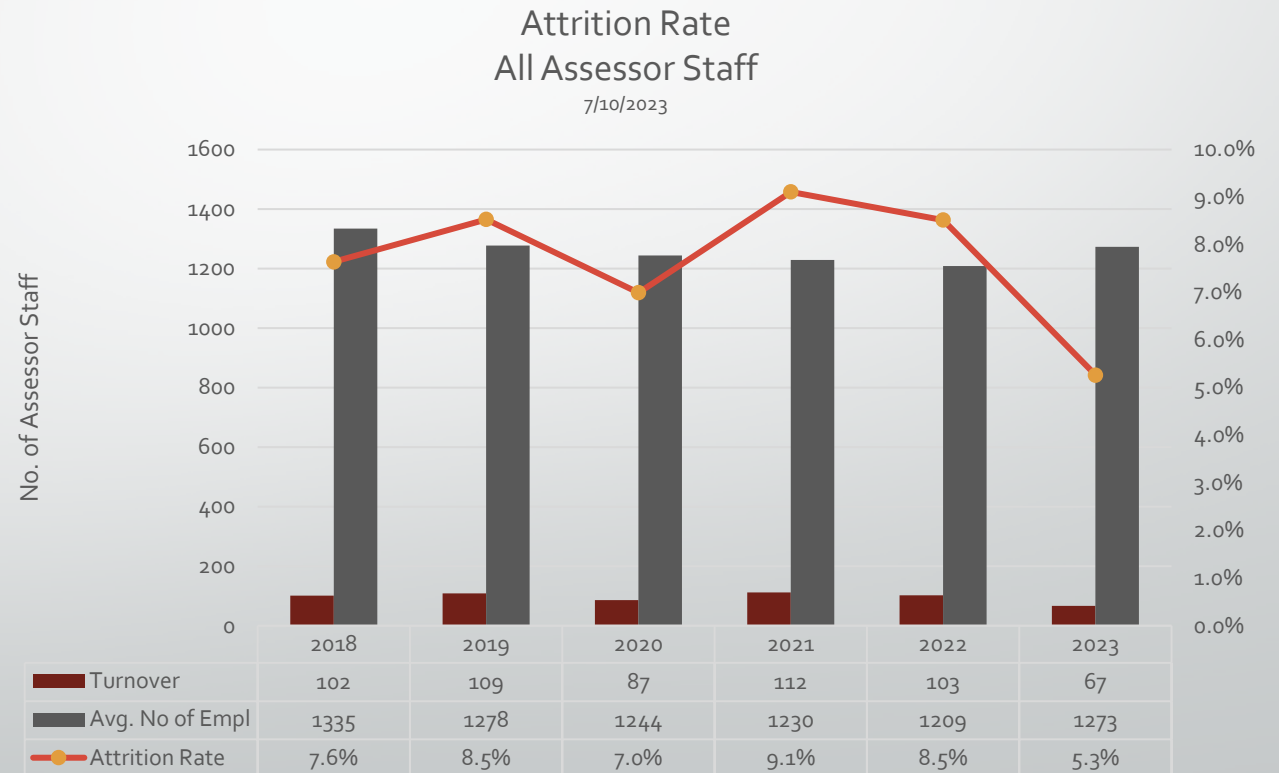
Updated Workforce Assessment

All Assessor Employees			
Year	Turnover	Avg. No of Employees	Attrition Rate
2013	78	1328	5.9%
2014	81	1307	6.2%
2015	90	1308	6.9%
2016	93	1290	7.2%
2017	96	1333	7.2%
2018	102	1335	7.6%
2019	109	1278	8.5%
2020	87	1244	7.0%
2021	112	1230	9.1%
2022	103	1209	8.5%
2023	67	1273	5.3%
Avg	92.5	1285	7.2%

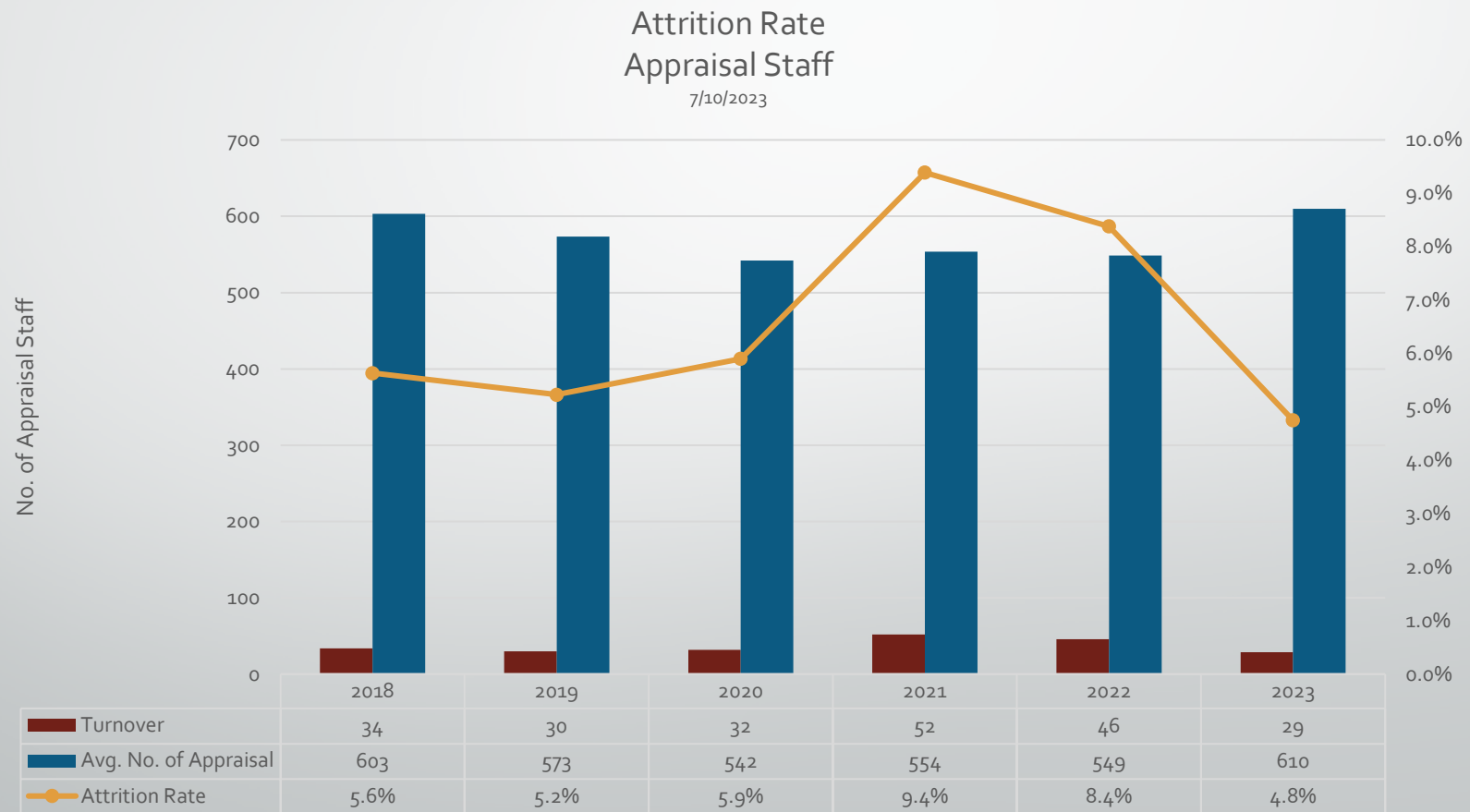
Appraisal Staff			
Year	Turnover	Avg. No. of Appraisal	Attrition Rate
2013	34	604	5.6%
2014	33	593	5.6%
2015	28	602	4.7%
2016	36	600	6.0%
2017	27	617	4.4%
2018	34	603	5.6%
2019	30	573	5.2%
2020	32	542	5.9%
2021	52	554	9.4%
2022	46	549	8.4%
2023	29	610	4.8%
Avg	34.6	586	6.0%

Updated Workforce Assessment

- Last 6 Years
 - 2021 & 2022 highest attrition
 - Overall
 - 2021 – 9.1%
 - 2022 – 8.5%
 - Appraisers
 - 2021 - 9.4%
 - 2022 - 8.4%
 - Ownership
 - 2022 – 13.8%



Updated Workforce Assessment



Updated Workforce Assessment

- Recruitment efforts and opportunities for modernization
 - Doubled recruiting efforts
 - 2021 – 54 RP Appraisers and 24 PP Appraisers
 - 2022 – 70 RP Appraisers and 30 PP Appraisers
 - Annual hiring classes
 - More consistent hiring patterns

Updated Workforce Assessment

- Recruitment efforts and opportunities for modernization
 - Work in conjunction with our Public Affairs unit
 - Multi-prong approach to advertising job openings
 - Social media – YouTube, Instagram, Twitter, etc.
 - <https://youtu.be/cBnfgGQICXg>
 - Local news
 - [LA County Assessor's Office, local colleges offer job training program – Daily News](#)
 - LA County DHR
 - Participate in job fairs at colleges and universities



Updated Workforce Assessment

- Recruitment efforts and opportunities for modernization
 - Appraiser Assistant Program
 - Rio Hondo College collaboration
 - Completion of 60 college units and four tuition free non-credit courses
 - Two years of progressive work experience

Training and Certification

- Appraiser Trainee Certification Program
 - In-house training
 - Appraisal Foundations, Assessment Practice, Cost Approach, Machinery and Equipment, Basic Audit
 - OJT – LA County policies and procedures
 - West Los Angeles College Collaboration
 - Sales Comparison Approach, Income Approach
 - Possible expansion to Cost Approach and other courses

Training and Certification

- Assessor's Sharepoint Website
 - Offers various BOE approved courses
- Improve communication with BOE Training staff
 - Shared file repository to streamline exchange of course documents
- BOE Certified Instructors
 - Six instructors certified within LA County
 - Possible expansion of certified instructors



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Thank you for your time!

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