



ANTONIO VAZQUEZ
CHAIRMAN
CALIFORNIA STATE BOARD OF EQUALIZATION

MEMORANDUM

Date: October 20, 2023

To: Sally Lieber, Vice Chair
Ted Gaines, Board Member, First District
Mike Schaefer, Board Member, Fourth District
Malia M. Cohen, State Controller

From: Antonio Vazquez, Chairman

Re: **October 24, 2023, Board meeting, Agenda Item 3. Workforce Planning Board Work Group Minutes and Report.**

Members, at our September 26, 2023 meeting, we adopted a motion to approve the August 29, 2023, Workforce Planning Work Group Minutes and Report and a second motion instructing the Executive Director (1) to work with Ms. Angela Jemmott, Chief of the Bureau of Real Estate Appraisers, to look into whether BREAs' appraiser license applicants could apply to/obtain work experience in county assessors' offices to fulfill their license requirements, and (2) to welcome the offer of Dr. Jim Lancaster, Vice Chancellor of the Los Angeles Community College District, to request a Regional Labor Market Analysis for the Los Angeles Region to the Centers for Excellence for Labor Market Research.

However, in reviewing the transcripts of the August 29 Work Group hearing and the September 26 Board meeting, many valuable recommendations and ideas were left on the table, including those listed in the Work Group Minutes and Reports. To ensure that we thoroughly consider and process the key information and advice received both from leading educators and assessors, I am preparing for discussion at the November 14-15, 2023, Board Meeting, a *Syllabus of Workforce Recommendations and Suggestions* received to date from the July 25 and August 29 Workforce Work Groups, the September 27 Annual Board Assessors' Meeting, individual assessors thereafter, and the executive director. Once the *Syllabus* is circulated, I request your input at the November meeting focused on the interests of the assessors in your district regarding the items in the *Syllabus*.

Co-Chair Gaines and I prepared the 2020 Comprehensive Outline that includes the basic strategy and content for the full Report that the executive director was to prepare. Before moving forward however, we must ensure that the Board carefully considers all recommendations and determines which ones are consistent with our strategy and the needs of the assessors. Based on the testimony received in the last few months, the variety of issues and concerns and the number of suggestions voiced demand a holistic, rather than a piecemeal approach on our part to ensure that we are aligned with the strategy adopted in 2020. The intent of the *Syllabus* is to assist in such alignment, based on the four components in the Executive Summary of the Comprehensive Outline below:

1. Workforce Assessment – Recruitment and Retention Capacity and Needs

The Report should clearly state the appraiser and auditor-appraiser workforce capacity and needs, for both current and long-term recruitment and retention, and should include all relevant data regarding large, mid-size, and small counties and the BOE.

2. Compensation / Classification Plan

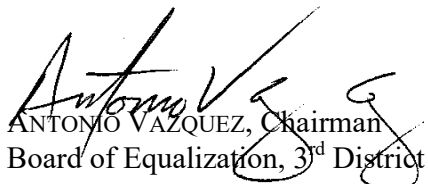
In coordination with CalHR, the Board and assessors should develop a statewide compensation survey to submit to the legislature on the appropriate compensation and classification levels for appraisers and auditor-appraisers. The Report will reference and include to the extent possible all relevant classification and compensation data and studies from small, mid-size, and large counties. With such information, the Report will provide the key foundational information for a statewide compensation and classification plan, documenting the need for appropriate compensation increases and/or classification adjustments. The goal is to ensure that all counties and the BOE can fully execute their constitutional property assessment responsibilities and that the correct amount of property tax revenues are collected, supported by data from large, mid-size, and small counties and the BOE.

3. Appraiser and Auditor-Appraiser Certification and Training Plan

The Report should describe the options for workforce training and education and lay the foundation for a robust training and education program that will help to address the recruitment and retention challenges. The goal is to develop a program that includes partnership or engagement with the Community Colleges to address current and long-term needs in large, mid-size, and small counties statewide and at BOE. Examples of needs and options for addressing them are provided by the BOE and large, mid-size, and small counties.

4. Community Colleges: Curriculum and Partnership Opportunities

The Report will explain the specific programs, training and educational models, academies, recruitment opportunities, and funding options offered by the Community Colleges, as presented by chancellors, provosts, and other experts among the college level educational leadership community of the State of California.


ANTONIO VAZQUEZ, Chairman
Board of Equalization, 3rd District

cc: Ms. Deborah Bautista-Zavala, Chief Deputy, Office of Chairman Antonio Vazquez
Mr. Gary Gartner, Chief Deputy, Office of Vice Chair Sally Lieber
Mr. Matt Cox, Chief Deputy, Office of Member Ted Gaines
Mr. Cody Petterson, Chief Deputy, Office of Member Mike Schaefer
Mr. Hasib Emran, Deputy State Controller
Ms. Yvette Stowers, Executive Director
Mr. Henry Nanjo, Chief Counsel