



ISSUE: Aging Population of Listers/Assessors
Listers/Assessors are Retiring
No one to fill Positions
Assessment has changed
 Now Year Round
 Current Use
 HS 122
 Equalization

Need to find ways to Encourage/Enlighten to Become
Appraisers/Listers/Assessors



Issue Today is to discuss the need/ways for bringing new people into the business.

Present 3 perspectives about staffing for Appraisals/Listing/Assessing

- A. Reappraisal and Assessment Staff
- B. Multiple Town Assessment
- C. Avenues for Informing People of Assessment Career



NEMRC Needs are Twofold

- Staff to complete Reappraisal Projects
- Staff to complete Assessment Functions

Reappraisals

- Completed 25 reappraisals las 3 years
- Requires staff to complete Inspections and data collection
- Always looking for additional staff to cover reappraisal projects
- Occasionally find an experienced lister
- Mostly find individuals who become interested in property appraisal and want to make a career change
- Have hired 4 staff less than 40

Assessor/Maintenance

Get calls every week from towns looking for help
 Listers Retiring – Cannot find replacements
 Added 4 towns in last month
 Requires a specific skill set
 Always a challenge to find experienced staff
 Currently working with 32 Towns

Town Name	Type	Payment	Parcels	Staff
Brandon	Assessor	Contract	1,939	Lisa
Bridport	Appraiser	Hourly	657	Cassandra
Cavendish	Appraiser	Hourly	1,153	Nate
Charlotte	Appraiser	Contract	1,720	Lisa
Chester	Appraiser	Hourly	1,813	Nate
Hinesburg	Assessor	Contract	1,947	Lisa
Huntington	Appraiser	Hourly	906	Lisa
Hyde Park	Assessor	Hourly	1,488	Cassandra
Leicester	Assessor	Hourly	796	Lisa
Maidstone	Appraiser	Hourly	365	James
Milton	Assessor	Hourly	4,377	Ed
Middlesex				
Moretown	Assessor	Hourly	883	James
Morgan	Assessor	Hourly	854	Jean
Newark	Assessor	Hourly	705	Jean
Panton	Assessor	Hourly	325	Lisa
Pownal	Appraiser	Hourly	1,709	John
Readsboro	Assessor	Hourly	746	John
Richmond	Assessor	Contract	1,664	Lisa
Shaftsbury	Appraiser	Hourly	1,490	Nate
South Burlington	Appraiser	Contract	7,648	Ed
Stamford				
Sutton	Assessor	Hourly	592	Marla
Vergennes	Appraiser	Hourly	966	Todd
Wallingford	Assessor	Hourly	1,152	John
Weathersfield				
Wells	Assessor	Hourly	972	John
Westford	Appraiser	Hourly	940	Cassandra
Westminster	Appraiser	Hourly	1,549	Jacob
Whitingham	Assessor	Hourly	1,140	Nate
Woodford	Appraiser	Hourly	457	JACOB



Needs:

Make younger individuals aware of a career in Assessment
College Courses, Technical Centers, Employment Agencies

May need to consider bring in professionals from outside Vermont

Word of mouth