

# Assessor's Office

## 2023 Budget & Compensation Presentation

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Chief Deputy Tyler Andrus





**ASSESSOR'S OFFICE  
GRADE CHANGE RECOMMENDATIONS**



# Background

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Comprehensive review of jobs & grades in the Residential and Personal Property division began in June 2021.

Follows a review of the Commercial and Valuation Divisions in 2020.

Reviewed job functions and prior work experience in collaboration with agency.

Conducted market review of positions.



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# **ANALYSIS RESULTS**



# **HR PROPOSED ACTIONS**

**Increase 51 employee salaries into the new grade based on prior work experience**

**Adjust salaries as needed to maintain pay equity**

**Eliminate In Grade Advancement plans – no longer necessary to match market**

**Effective on December 11, 2022**

# ANTICIPATED BUDGETARY IMPACT

- **TIMING**
  - **WHILE PERSONNEL APPROPRIATION REQUESTS ARE TYPICALLY APPROVED PRIOR TO ANNUAL BUDGET, ADDITIONAL COLLABORATION WITH HR WAS NECESSARY TO GET PHASE 2 RIGHT .**
- **EFFECTIVE DATE: 12/11/2022**
  - **REMAINING 2022 COST: \$20,464 (COVERED BY UNDEREXPEND)**
- **2023 ANNUALIZED BASE BUDGET REQUEST:**
  - **\$266,000 INCLUDES BENEFITS**

# COMPLETION OF ASSESSOR'S OFFICE REVIEW

- **JOB** IN ALL DIVISIONS HAVE BEEN REVIEWED
- **ANTICIPATE POSITIVE EFFECT ON RECRUITMENT**
- **AFTER 2020 COMMERCIAL DIVISION ADJUSTMENTS, RECRUITMENT SIGNIFICANTLY IMPROVED.**
- **ANTICIPATE SIMILAR EFFECT TO HELP FILL 14 CURRENT VACANCIES IN COMMERCIAL & RESIDENTIAL DIVISIONS.**

# OVERVIEW



**Nearly 40% of the statewide taxable property value resides in Salt Lake County**



**Responsible for annually valuing all Real and Personal property at fair market value. Encompasses all residential, commercial and vacant land properties.**



**Current annual statutory obligations of valuing 381,601 parcels, with a 2022 market value of nearly \$285 billion dollars.**



**2021 Year End Personal Property :**

**\$8.5 Billion Total Taxable Value**

**\$108 Million Tax Dollars Collected (Collection Rate 99.4%)**

**95% of Taxpayers file online and 90% of those are completed in less than one hour**



# UNIFORM VALUATIONS

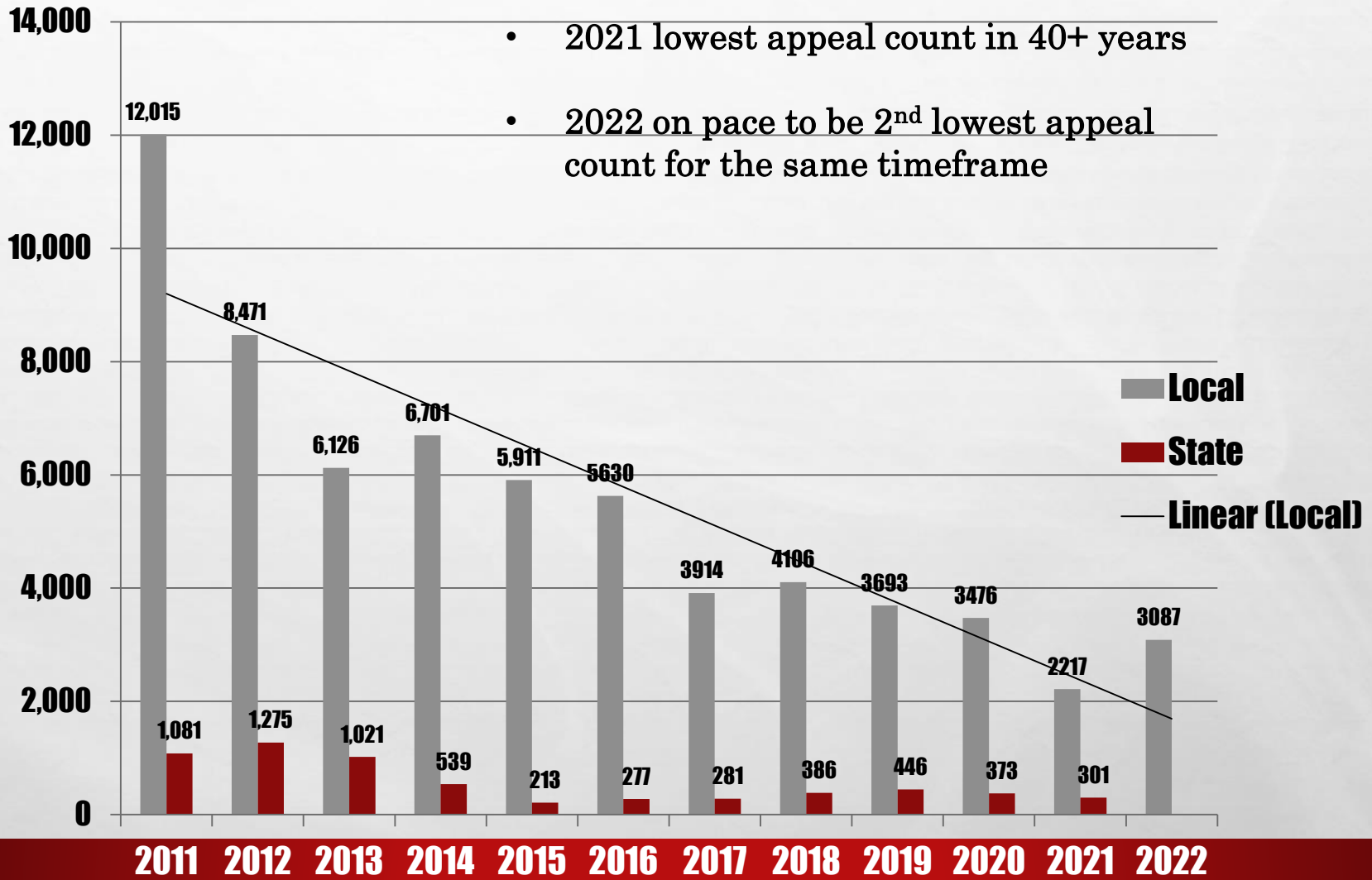
- **RESIDENTIAL**

- 11 ECONOMIC MODEL AREAS
- OVER 700 GEOGRAPHIC NEIGHBORHOOD GROUPINGS
- EXCEED ALL STANDARDS ESTABLISHED BY STC AND IAAO

- **COMMERCIAL**

- 79% OF COMMERCIAL PROPERTIES VALUED BY INCOME REGRESSION MODELS.
- ONLY JURISDICTION IN UTAH THAT MODELS COMMERCIAL PROPERTIES
- ALL MAJOR COMMERCIAL USE TYPES ARE VALUED UTILIZING MULTIPLE REGRESSION ANALYSIS

# APPEALS



# **DEFENDING VALUES ON CRITICAL APPEALS**

- **VALUE DEFENSE ON PRECEDENT SETTING APPEALS**
- **2021 HIGHLY SUCCESSFUL COMMERCIAL VALUATION DEFENSE RATE**
  - **HEARING OFFICERS SUSTAINED OUR RECOMMENDED VALUE 94.3% OF THE TIME**

# ARPA INITIATIVE UPDATE

- **JOB CLASSIFICATION AND RECRUITMENT TOOK SIX MONTHS**
  - **EMPLOYEES BEGAN WORKING AT THE END OF JUNE**
- **TWO PRIMARY PROJECTS**
  - **THERE WAS A SUBSTANTIAL BACKLOG OF ELECTRONIC DOCUMENTS DUE TO COVID-19**
    - **AFTER FOUR MONTHS OF WORK THE COMPLETION ESTIMATE OF SCANNING AND INDEXING IS 40%**
  - **MODERNIZATION AND IMAGERY OWNERSHIP OF INDIVIDUAL PROPERTIES AT STREET LEVEL**
    - **AFTER FOUR MONTHS WE NOW OWN STREET LEVEL IMAGES FOR ~7,000 PARCELS**

**QUESTIONS?**

**THANK YOU!**

