



The Idaho Association of Assessment Personnel

Promoting Education • Communication • Excellence

## From the President

**W**Wow! Is it already that time of year again? Where did summer go? Well I hope everyone had a wonderful summer. For those that attended the IAAP annual meeting at summer school I would like to extend my thanks for your support and involvement in our organization. As the seasons change so do our officers. This year we are welcoming aboard Mark Harvey from Payette County as our new Treasurer. Mark is a welcome addition to IAAP and I would encourage all who want to get involved in a professional organization to start right here with IAAP. Also I would like to thank Rod Wakefield our outgoing President for his years of service and contributions he has made to IAAP and its members. As for the summer school and the IAAP annual meeting I must thank Jan Barnard for the excellent job she does of making sure that educational opportunities are some of the finest, and for all of the help she provided in making the

IAAP annual meeting and luncheon a success.

Well for those of you who know me this will be a little redundant, but nevertheless I am Alan Smith and I am proud to serve as your IAAP President. Along with being an officer of IAAP I serve as an Appraisal Field Supervisor with the Ada County Assessor's Office, where I have been employed for a little over five years.

Prior to working for the Assessor's office I was employed by the grocery chain Albertsons Inc. for twelve years. Over my tenure with Albertsons I held a number of store level positions, and gained a great deal of experience in public relations and development of effective product merchandising techniques. In December 2005, I graduated from

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Fall 2011 Edition

# News

# IAAP Officers



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# Meet Your IAAP Officers

## Vice-President Rachel Baird

Hello, I am Rachel Baird, Personal Property Appraiser for Ada County and the Vice President for IAAP. I am thrilled to be a part of this group. I started working for Ada County in 2007 after a stint in real estate. I have been a salesperson my entire life, selling cars and finance for many years in California before coming to Idaho and switching to real estate. I enjoy seeing things from a new perspective in my current position and hope to bring my life experience to both my IAAP position and my position at Ada County. I enjoy taking classes and learning and hope to bring more class opportunities to the members of IAAP over the coming years.

I lead a hectic life, full of go, go, go...besides my position at Ada County and IAAP, I am also a small business owner and a mother of a very active 8 year old boy. My home-based business is a small web store for craft supplies; I sell mostly rubber stamps and paper crafting supplies. I also spend a lot of my time stamping, making cards and other paper crafts. It is not only my hobby, my "Zen" as I like to call it, it is also one of my primary advertising methods for my business. I make the project using supplies I carry and then post it on my paper crafting blog with links to where they can buy the product. When I do have a chance to relax it is usually with a book in my hand or discovering one of the many wonderful places Idaho has tucked away in its mountains and valleys.

## Secretary Carrie Sandirk

I am Carrie Sandirk, IAAP Secretary and Certified Residential Appraiser for Ada County Assessor's Office. I have been with Ada County for over nine years. My real estate experience began in California where I was a licensed real estate appraiser, appraising properties in many Northern California counties.

My previous employer relocated me from Dublin, California to Salt Lake City, Utah and finally to Boise, Idaho. I worked for American Stores Co in California and Utah and then for Albertsons Inc. in Idaho after the merger. My combined employment expanded over six years and I specialized in Compensation, Human Resources and Labor Relations.

In May of 2005, I graduated from Boise State University with a Bachelor of Science degree in Finance and Bachelor of Business Administration in Economics. I have yet to recover from all that studying.

For over ten years, my spare time has been dedicated to volunteering at the Idaho Humane Society and foster many unwanted cats and kittens. When I am not at the shelter, you will find me traveling out of state to visit my family.

## Treasurer Mark Harvey

I am privileged to be the newest officer and Treasurer for our IAAP! I wanted to become active in IAAP because I believe in being actively involved, promoting and giving to the organization that supports and promotes the interests of our profession. I believe my involvement can make a positive contribution towards the mission of IAAP.

I have been in the appraisal field for the last eight years, as a fee appraiser then joining the Payette County Assessor Office a year and a half ago. I recently became State Certified and look forward to a long and rewarding career serving the public and IAAP.

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## From the President, continued from page 1

Boise State University with honors, earning degrees in Business Management and Finance.

Being born and raised in Boise, Idaho, I like many other, spend a great deal of time pursuing a variety of outdoor activities. In fact, I spend most of my free time pursuing several of my favorite outdoor activities including: hunting, fishing, hiking, motorcycle/ATV riding, and various shooting sports, just to name a few. I have always had the motto: if it's an outdoor adventure, I am up for it.

Through my years of service with IAAP I've had the pleasure of meeting many of the fine assessors and appraisers across the state. It was through my involvement in IAAP that I have been introduced and have become involved in other professional organizations such as IAAO and Appraisal Institute. I currently serve as state representative for IAAO, a position that I have held for a little over two years now. In the last year, I have had the pleasure of attending the IAAO International conference in Phoenix, AZ, and gave a presentation on Mobile Appraisal Technologies at the International GIS/CAMA conference in Memphis, TN. Being involved with these professional organizations has allowed me networking and educational opportunities that I would not have experienced otherwise.

Overall, my experience as an appraiser and IAAP officer has been fantastic and has allowed me to accomplish many of my personal and professional goals and make a lot of friends. I look forward to serving the members in the coming year as President and continue to develop and employ networking tools and appraisal resources for our members and affiliates. If you have any questions, or have an idea of how IAAP can better serve its members, please feel free to contact me via e-mail at [asmith@adaweb.net](mailto:asmith@adaweb.net). Thank you again to all of our members, and my fellow officers for their hard work, devotion and support to this fine organization, and may the coming year be better than ever!

# What Schedule Would You Use?

by Rachel Baird



The World's Largest Earth Mover  
Built by German company, Krupp

## Specifications:

- 311 ft tall
- 705 ft long
- 45,500+ lbs
- \$100,000,000 to build
- 5 years to design and manufacture
- 5 years to assemble
- Requires 5 people to operate
- Bucket Wheel is 70 ft in diameter with 20 buckets
- Each bucket can hold 530 cu ft of material
- A 6 ft man can stand inside bucket
- 12 Crawlers, each 12' wide, 8' high and 46' long
- 8 Crawlers in front
- 4 Crawlers in back
- Maximum speed 1/3 mile per hour
- Removes up to 76,455 cu meters per day  
-100,000 large dump trucks with 40 yds each

If you have misplaced your average sized dozer, you might check way up on that bucket wheel...



# The High Costs of Turnover

by Carly Wantulok

In an economy where most companies are looking for ways to cut costs, employee retention may be one of the easier ways for a firm to save money.

According to consulting group SASHA Corp, the value of keeping one employee far exceeds the cost of losing an employee. Keeping an employee in the company for 20 years can save the firm up to \$100,000.

Estimates of turnover costs range from \$3,500-\$25,000, depending on the industry. The table to the right shows some of the data SASHA Corp collected

The cost of hiring and training new employees is a fairly sizable part of annual compensation. According to the U.S. Department of Labor, "it cost one-third of a new hire's annual salary to replace them." These costs include advertising, fees, over-time of other employees in the interim, recruitment, training and initially decreased productivity.

The Center for Law and Social Policy teamed up with the Center for Economic and Policy Research to provide a free online "turnover calculator" that can be found at: [http://www.cepr.net/calculators/turnover\\_calc.html](http://www.cepr.net/calculators/turnover_calc.html). This 12-step calculator can help you determine the cost your office incurs through personnel turnover.

Source	Turnover Cost Per Employee
Society of Human Resource Management	\$3,500
Coca-Cola Retailing Research Council	\$3,637
American Management Association	\$4,000-\$4,800
American Hotel and Motel Association	\$4,000
Cornell University	\$5,688-\$11,609
Alaska Senator Kim Elton	\$8,000
Superb Staff Services	\$8,000
Workforce Magazine	\$10,000
Louisiana State University	\$25,000
<b>Average Turnover Cost</b>	<b>\$9,445</b>

<http://www.sashacorp.com>

According to the Center for Law and Social Policy, a company who understands the substantial cost of turnover can adopt better policies for employee retention and therefore reduce turnover costs.



*The Idaho Association of Assessment Personnel*



## Attention Assessors and Appraisers!

**Is there a particular class you would like to see offered?**

Send class suggestions to Alan Smith at [asmith@adaweb.net](mailto:asmith@adaweb.net) or contact via telephone (208) 287-7252. You can also contact Rachel Baird at [rbaird@adaweb.net](mailto:rbaird@adaweb.net) or via telephone (208) 287-7247.

# IAAP Website: Providing Appraiser Networking Opportunities

by Alan Smith

The IAAP is online! ([www.iaapidaho.org](http://www.iaapidaho.org)) The IAAP offers a webpage to serve prospective and existing members of our organization and provides information, communication, and networking opportunities to our members and those seeking information about our organization.

This website is full of information relating to the organization, and contains archived newsletters and articles, membership forms, a peer directory request portal, and a full range appraisal resource links ranging from IAAO resources to legal research and court case filings. Our goal is to provide a comprehensive site, full of useful research tools and information, offering IAAP sponsored event information, and providing tools for enhancement of communication and networking amongst appraisers across the state. To accomplish this we are continually adding site content and developing tools that we believe will meet these goals. One such tool that we have created is Idaho Appraisal Forum.

This resource is available to IAAP members and ad-valorem appraisers across the State of Idaho. Accessing this tool is as simple as registering a username, password, e-mail address, and waiting for confirmation via e-mail for your account activation. Once your account is activated you will have full access to view, add new, and comment on any of the existing appraisal related topics or threads within these topics.

To register, navigate to our webpage ([www.iaapidaho.org](http://www.iaapidaho.org)), click on Idaho Appraisal Forum, and click the link "New Users Sign Up Here." From this link you will be directed to read the terms and conditions of the Idaho Appraisal Forum, and prompted to choose a username and password for your account, along with providing an e-mail address for your contact and account activation verification e-mail to be sent to. IAAP administrator's then validate that you are either an IAAP member or an ad-valorem appraiser, and your user account is activated for the forum site. After that you may access the Idaho Appraisal forum by either bookmarking

the page to your web-browser, or navigating to the site via the IAAP website ([www.iaapidaho.org](http://www.iaapidaho.org)). I encourage all appraisers to sign up and utilize this forum to share questions, problems, and pertinent appraisal issues. After all, if you have a question on an issue, it is very likely that someone else may have the same question. This sharing of

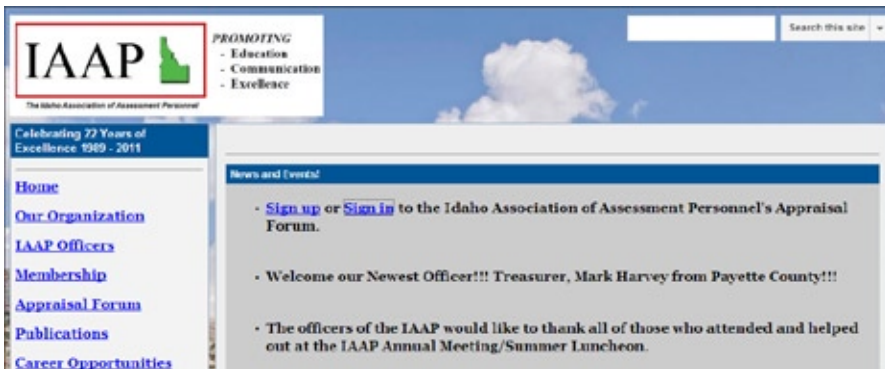


Figure 1. IAAP Homepage ([www.iaapidaho.org](http://www.iaapidaho.org))



Figure 2. IAAP's Idaho Appraisal Forum

information can be beneficial for all, as it is our belief that utilization of this tool will facilitate appraisal practice and uniformity statewide.

As is the case with nearly all websites we are continually adding content, so take the time to check in from time to time and see what is new. Therefore, if you have any ideas or input on site content that would be useful to you, please contact me via e-mail at [asmith@adaweb.net](mailto:asmith@adaweb.net).

# Market Watch

## Ada County Home Prices

by Alan Smith

Statistics, statistics, statistics. What is the market doing? That is a question that many people are asking, and one that is constantly asked of fee appraisers, realtors, brokers, and most of all, assessors. Well with all of the economic doom and gloom and the fear of release of "shadow inventory" by banks and mortgage companies of foreclosed properties, there definitely plenty of uncertainty to go around. However, from the market analysis that I have completed, and some of my colleagues both inside and outside of the assessment industry have compiled, it appears that there is some strengthening or at least some level of stabilization in the price of real estate in Ada County. Now before, someone calls out a hit on me, let me add there are still areas within this market area that are still experiencing market instability and therein, decline.

In 2010 the Boise metropolitan area was rated by the 306<sup>th</sup> in the nation for housing price appreciation only ahead of Reno, NV, Redding, CA, and Prescott, AZ, by the Federal Housing Index ([www.fhfa.gov](http://www.fhfa.gov)). However, as I have analyzed sold price data, the market in Ada County overall appears to have experienced a turnabout. Even with seasonal adjustment there has been a slight incline in price trends since the beginning of the year. Studying Assessment ratios shows similar stabilization, but no real clear appreciation, rather more of flattening in the market trend curve. I have included some of the numbers that I have extrapolated

**Ada County Market Trends January 2010 to October 2011**

Month	Median Sale Price	Avg. Days on Market	# of Sales	Avg. Asking/Sales Price Ratio
Jan. 10	\$168,900	87	289	97.17%
Feb. 10	\$164,415	94	359	97.33%
Mar. 10	\$156,851	90	581	97.92%
Apr. 10	\$150,000	89	693	98.26%
May 10	\$151,500	87	655	98.25%
June 10	\$159,096	77	697	98.10%
July 10	\$162,000	87	414	97.39%
Aug. 10	\$164,000	89	427	97.23%
Sept. 10	\$154,000	77	426	96.68%
Oct. 10	\$139,000	83	401	96.59%
Nov. 10	\$139,900	79	402	96.37%
Dec. 10	\$139,900	91	473	97.04%
Jan. 11	\$125,000	90	292	98.15%
Feb. 11	\$135,000	95	346	97.67%
Mar. 11	\$126,000	91	463	98.41%
Apr. 11	\$127,000	83	478	98.78%
May 11	\$134,000	78	539	98.95%
June 11	\$137,000	72	551	99.11%
July 11	\$139,900	69	501	98.74%
Aug. 11	\$137,502	72	510	98.55%
Sept. 11	\$135,000	68	487	98.66%
Oct. 11	\$138,600	75	351	98.62%

from Multiple Listing information over the past year. These figures are related in both table and chart form to show the empirical data over the last couple of years, and with charts to graphically illustrate trends in each of these key metrics of real estate market performance.

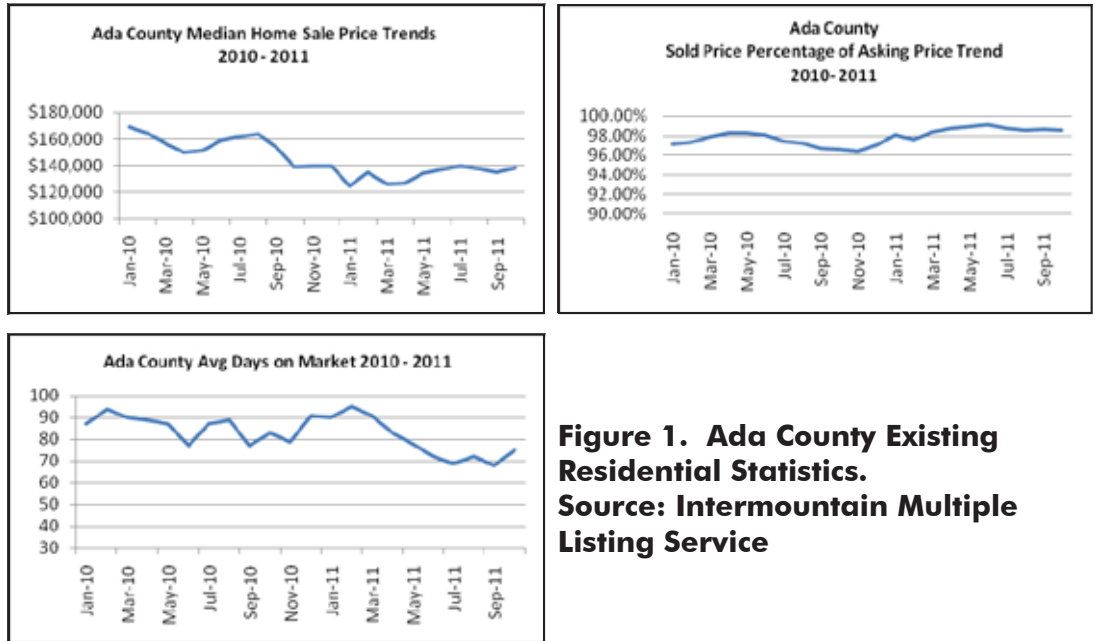


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**Let your voice be heard!**

Submit articles or ideas for IAAP newsletter articles to Alan Smith at [asmith@adaweb.net](mailto:asmith@adaweb.net) or contact via telephone (208) 287-7252

From the charts at the right one can see the stabilization of the market with median prices on the rise, particularly after the December 2010, average days on market on the decline, and percentage of asking to sale price on a steady incline. Moreover, as absorption of vacant lots continues to steadily increase, supply levels of this key component of past decline will continue to drop, which will apply upward pressure on market price of vacant land.



**Figure 1. Ada County Existing Residential Statistics.**  
**Source: Intermountain Multiple Listing Service**

So what is the Ada County market doing, you ask? I would say the key word is stabilization, barring any additional economic downturns in the area leading to additional layoffs, or corporate exodus, I think we will continue to see a stabilized trend the market and even appreciation in some areas of our market area. As far as the "shadow inventory" everyone is in fear of, I think the banks are looking out for their own best interests

and finding creative ways to hold inventory to encourage market health, and therein protecting their interests. So are we going to see the supposed heydays of a few years, ago? Answering that I would say that I hope the real estate buying and investing public has learned their lesson, and realizes that double digit rates of market appreciation are both unrealistic and unsustainable given normal rates of economic activity.

## County Spotlight: Boundary



Boundary County was created by the Idaho Legislature on January 23, 1915. It is so named because it borders Canada. It was formed from the adjacent Bonner County. Boundary County is bordered by Washington, Montana and Canada. Close to 50% of the county land mass is public and exempt from property tax, agriculture and timber are the largest industries.

County Vitals	
Founded	1915
Seat	Bonnors Ferry
Largest City	Bonnors Ferry
Total Area	1,278 sq mi
Land Area	1,269 sq mi
Water Area	9 sq mi
Population Total	10,972
Population Density	8/sq mi
Time zone	Pacific
Website	www.boundarycountyid.org
Named For	It's border with Canada

Demographics	
Avg. Resident Age	38
Median Household Income	\$31,250

Assessment Statistic Overview	
Total Number of Parcels	11,210
Residential Parcels	2,786
Manufactured Homes	526
Agricultural Parcels	2,512
Commercial Parcels	279
Personal Parcels	554
Total County Wide Assessed Value	\$735,035,076
Total Assessed Value Change	+1.3%

# Buyers, Sellers Chafe at Low Home Values that Hurt Sales

Reprinted with permission from the Sun Sentinel

FORT LAUDERDALE, Fla. – Low appraisals continue to block people from selling homes or refinancing mortgages, leaving many sellers and real estate agents unhappy. “We really feel we’re at the mercy of appraisers,” said Randy Lane, a Broward County, Fla., homeowner whose sale fell through recently when two value estimates came in well below the negotiated price. When a sale collapses because of a low appraisal, the buyer is angry having agreed to pay more than the home is thought to be worth. Meanwhile, the seller puts the home back on the market and considers adjusting the price – all the while not knowing whether another potential sale will suffer the same fate.

A May 2009 law required that appraisers work independently and without undue influence from mortgage brokers, lenders and real estate agents. Mortgage fraud prosecutors say the overhaul was necessary to curtail conflicts of interest and bloated estimates that contributed to the housing debacle. More than two years later, real estate professionals say the change has inadvertently led to inaccurate appraisals, which is delaying a housing recovery. “This requirement is costing everybody, including the consumer, because we’re not getting quality appraisals,” said Tim Singer of Coldwell Banker in Fort Lauderdale. Appraisers bristle at the criticism. While some concede that concerns about the law are valid, they also say real estate agents and sellers have vested interests that blind them to the reality of falling home values. “Don’t shoot the messenger,” said Ken Chitester, spokesman for the Appraisal Institute, a Chicago-based association with 24,000 members nationwide. “It’s very easy to point fingers, especially in a depressed market.”

The abundance of foreclosures in recent years has dramatically reduced values, and appraisers say they can’t help but factor in those comparable homes when they’re preparing estimates.

But many of those homes are in disrepair, and real estate agents point out that appraisers often don’t consider the condition of the properties, leading to unnecessarily low appraisals.

In home sales, buyers who need mortgages pay for the appraisals, which cost about \$350 in South Florida. Banks require them to make sure they don’t lend more money than the homes are worth. Cash buyers typically don’t request appraisals, real estate agents say.

For years, an appraisal was considered a formality. A mortgage broker would commonly suggest a business acquaintance to do the work, virtually assuring the appraisal, an opinion of value, matched the sale price. The 2009 law put a stop to that by insisting on appraiser independence. It also discourages prolonged communication between an appraiser and the real estate agent, who used to work more in tandem. Many lenders now hire appraisal management companies, which randomly select appraisers. Real estate agents and others complain that the companies assign appraisers from out of the area who aren’t familiar with specific neighborhoods. Another complaint is that the management companies don’t pay a fair wage, which deters experienced appraisers from accepting assignments. The result: low valuations, real estate professionals say.

Charles Ware, president of Elite Appraisal Management Inc. in Michigan, said it’s up to the appraisers to reject assignments if they aren’t familiar with certain areas. His management company lets appraisers set their own fees. “We’re not gouging,” he said. Nine percent of real estate agents reported delayed sales contracts in recent months because of low appraisal, according to the National Association of Realtors. In addition, 13 percent said a contract was renegotiated to a lower price because an appraisal came in below the agreed-upon price. The Realtors’ trade group didn’t say how many sales were canceled by low appraisals.

Lane, the homeowner, said he interviewed five agents to help him establish a \$1.15 million asking price for his four-bedroom waterfront home in Fort Lauderdale. After he signed a contract with a buyer, the appraisal came in \$500,000 below the agreed-upon price. A second appraisal was more than \$200,000 off. At that point, the buyer backed out, and the home remains on the market. Lane obtained copies of both appraisals, and he said the homes his was compared with weren’t similar in location, lot size or square footage. In the second appraisal, two of the comparable homes weren’t on the water, Lane said. He insists the two appraisers didn’t work hard enough to find similar properties. “At least be fair,” said Lane, 50, who wants to downsize into a condominium. “Take the time to do your job. Now we’re praying for a cash buyer.”

**Buyers, Sellers Chafe at Low Home Values**

continued on next page



# IAAO 77th International Conference on Assessment Administration

by Alan Smith

In the third week of September I along with a few others from Idaho had the pleasure of attending the 77<sup>th</sup> annual IAAO conference in Phoenix, AZ. IAAO serves the assessment profession as the internationally recognized source for property appraisal, assessment administration, and property tax policy. One of the Association's principal goals and core benefits is connecting members. To that note, the conference accomplished this goal and more!

Phoenix, Arizona--"The Valley of the Sun," lives up to its name with an abundance of good weather and large conference facilities, which made it an ideal location for a conference of this size. The IAAO conference was held at The Sheraton Phoenix Downtown Hotel, which was ideal due to its central location, abundant facilities, and close proximity to the Phoenix International Airport.

Opening ceremonies for the conference kicked off Sunday, September 18, 2011 at Chase Field, home of the Arizona Diamondbacks where guests could meet new people from around the world, enjoy food, and take in the ambience of a professional baseball stadium.

I took part in a couple of meetings where I was able to network and meet other IAAO chapter and affiliate leaders from across the North America, and IAAO representatives from around the world. It was enlightening seeing the similarities amongst chapters and their efforts to promote IAAO and their organizations for the excellent professional opportunities they provide, across such a diverse range of localities in which they are from. Along with this I was provided an opportunity to volunteer my time at the IAAO information booth in the exposition center showcasing all of the latest the assessment industry has to offer. This allowed me to visit with many IAAO representatives, staff, and members and offer a source of information to conference attendees on the programs and

resources that IAAO provides. A very rewarding experience indeed!

Throughout the week, attendees were provided networking opportunities through meals and other informal gatherings where individuals from across the world met and discussed the appraisal and assessment profession. The conference was jam packed with a variety of useful resources ranging from educational workshops to a full blown appraisal technology expo. Educational workshops tackled a number of issues ranging from integration of technology into appraisal to personal development and motivational leadership courses. Workshops were organized into educational tracts, so that attendees could select seminars that were particularly relevant or interesting to their particular role within the assessment field. All educational workshops provided continuing education credits for those who are seeking professional designation, or requiring jurisdictional education hours. The culmination of the vast array of educational and networking opportunities provided valuable tools that attendees could apply in their day to day careers.

Whether walking through the gauntlet of vendors displaying their products or participating in educational seminars, the amount of information available and possibilities for networking opportunities was nearly endless. The real excitement though was the wide-range of displayed assessment tools and technologies available for viewing and demonstration to conference attendees.

Overall, the conference week blasted by like a flash, but the experience will last a lifetime in memory. This unique opportunity for professional development is one that everyone should participate in at least once. While the conference is has just now wrapped up, it is not too early to plan for next year's conference in Kansas City! Anyone up for barbecue?

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## Buyers, Sellers Chafe at Low Home Values, continued from previous page

Appraisals are especially troublesome on short sales, when a lender agrees to let the homeowner unload the property for less than the mortgage amount, said Judy Trudel, an agent for Balistreri Realty Florida. The seller's lender wants the home to appraise as high as possible to reduce the financial hit, but the buyer's lender hopes the appraisal

comes in low, Trudel said.

Scott Dooley, a Fort Lauderdale appraiser, shrugs off the criticism, saying appraisal complaints come with the job and tend to increase in a down market. "But once it stabilizes," he said, "things will improve and our jobs will be a little easier."

# IAAO Professional Designation Program: Offering Educational Advancement and Career Development Opportunities

by Alan Smith

Looking for a way to pursue educational opportunities, while continuing to advance your career? The IAAO offers a great way to accomplish this. How you may ask? Pursue a professional designation. The IAAO offers professional designations for nearly every occupational interest relating to ad-valorem appraisal. The Professional Designation Program confers five internationally recognized professional designations as follows:

- Assessment Administration Specialist (AAS)
- Certified Assessment Evaluator (CAE)
- Cadastral Mapping Specialist (CMS)
- Personal Property Specialist (PPS)
- Residential Evaluation Specialist (RES)

Earning a professional designation is a rewarding experience.

## Upcoming Conferences and Educational Events

### November 17, 2011

Transient Personal Property Roundtable  
Location: State Tax Commission • Boise, ID

### December 8 -9, 2011

32<sup>nd</sup> Annual Legal Seminar  
Location: The Double Tree New Orleans • New Orleans, LA

### March 12 -15, 2012

16<sup>th</sup> Annual GIS/CAMA Technologies Conference  
Location: The Hyatt Regency Riverwalk • San Antonio, TX

## IAAO Webinars

Date	Description	CE Hours
Nov. 16, 2011	<b>Quarterly Market Update</b> - presented by Peter Korpacz	2.0
Dec. 14, 2011	<b>That Which Causes Us Trials Shall Yield Us Triumph: The Role of the Valuation Witness in the Assessment Appeal Process</b> presented by Greg Lafakis, Esq., CAE & Ellen Berkshire, Esq.	2.0
Jan, 18, 2012	<b>Train the Brain: Creating Sustainable &amp; Affordable Online Training in the Assessment Office</b> - presented by Tina Morton & Tiffany Seward (FREE)	2.0

During the process, you will gain knowledge and experience that will be valuable to your career. IAAO designations signify exceptional competence, and offers tangible and intangible benefits, which may include a salary increase or additional opportunities or responsibilities. Other benefits include increased confidence and credibility, along with a strong sense of pride, in that you have proven that you can set a goal, and achieve the prime objectives to fulfill the requirements necessary for attaining it.

If you are interested in learning more about the IAAO's professional development opportunities available please feel free to contact me via telephone at (208) 287-7252 or via e-mail at [asmith@adaweb.net](mailto:asmith@adaweb.net). Information on professional designations is also via the IAAO's website at <http://www.iaao.org/professionalDesignation/index.cfm>

## IAAO Membership Offer

IAAO is rolling out another great membership offer. Once again returning for new members is the 2 years of membership for \$200. This is a great offer and gives you access to many member benefits, including access to IAAO's excellent AssessorNet and the Fair and Equitable Magazine, along with a plethora of other benefits and discounts. Taking part in this offer would give you IAAO membership until January 1, 2014. So if you are interested in joining IAAO do so before March 31, 2012 to take advantage of this excellent membership offer.

If you have questions on IAAO membership or offers always feel free to call or e-mail me.

Alan Smith  
IAAO Representative  
208 287-7252 • [asmith@adaweb.net](mailto:asmith@adaweb.net)



**Good things come in pairs, so IAAO offers you the chance to get up to two years (or more!) of membership for only \$200. (New members only)**

**Join now and don't pay dues again until January 1, 2014! Take advantage of this incredible \$200 membership offer before it expires on March 31, 2012.**

**Double up on your initial membership term and participate in IAAO's many benefits, including:**

- AssessorNET, IAAO's members-only online discussion forum
- Free subscriptions to IAAO's highly respected publications
- IAAO's world premier library and research services
- Educational opportunities and the ability to earn a professional designation
- Discounts on conferences, seminars, books and more

**TOTAL MEMBERSHIP DUES \$ 200**  
 For information about an accredited membership designation, go to [www.iaao.org](http://www.iaao.org).

If paying by check, please make check payable to IAAO in U.S. Funds and mail to: IAAO, P.O. Box 504183, St. Louis, MO 63150-4183 (The returned check charge is \$25.00)

Questions? Call 800/616-IAAO



# INTERNATIONAL ASSOCIATION OF ASSESSING OFFICERS



Name \_\_\_\_\_ Title \_\_\_\_\_

Jurisdiction/Firm \_\_\_\_\_

Office Street Address \_\_\_\_\_

Office City \_\_\_\_\_ Office State/Province/Country \_\_\_\_\_ Office ZIP/Postal Code \_\_\_\_\_

Office Phone \_\_\_\_\_ Office Fax \_\_\_\_\_ Office E-mail \_\_\_\_\_

Home Street Address \_\_\_\_\_

Home City \_\_\_\_\_ Home State/Province/Country \_\_\_\_\_ Home ZIP/Postal Code \_\_\_\_\_

Home Phone \_\_\_\_\_ Home Fax \_\_\_\_\_ Home E-mail \_\_\_\_\_

Send mail to:  Office  Home  Check here if you do not wish to receive membership e-mails. E-mail is a vital link between IAAO and its members. It is IAAO policy not to sell, rent, or distribute e-mail addresses.

Alan Smith  
 Person referring applicant (if anyone)  Check here if you are an elected official.

*I hereby apply for membership in the International Association of Assessing Officers and agree to comply with the requirements of the IAAO Code of Ethics and Standards of Professional Conduct. If accepted for membership, I will abide by the IAAO Constitution, pay the established dues, and comply with the Code and Standards.*

\_\_\_\_\_  
 Signature Date

Please indicate if you have been convicted of a felony or crime of office which may reflect on your ability to abide by the IAAO Code of Ethics and Standards of Professional Conduct.  Yes  No

Office use only:  
 24200FE

## IAAO MEMBERSHIPS (Select one)

**Regular Membership**   
 is available to: all officers, officials, and employees of a governmental authority or jurisdiction who have any or all of their duties related to property valuation, property tax administration, or property tax policy; all persons engaged as individuals, or employees of an organization, who exclusively spend their time to provide professional services to governmental officers, officials, or offices of a governmental authority or jurisdiction in support of the property valuation, property tax administration, or property tax policy functions. Professional services do not include the providing of hardware, software, equipment or the sale of either goods or services to governmental agencies.

**Associate Membership**   
 is available to: all officers, officials or employees of governmental agencies who do not have any duties directly involved in property valuation, property tax administration, or property tax policy; all officers, administrators, employees and enrolled students of educational institutions; individuals involved in or interested in property valuation, property tax administration, or property tax policy; any member of any organization, group, or association, whether local, regional, national, or international, interested in property valuation, property tax administration or property tax policy.

- Section Interest Areas**  
 (you may join more than one at no additional charge)
- Public Utility Section
  - Computer Assisted Appraisal Section
  - Mapping and GIS Section
  - Personal Property Section
  - Tax Collection Section

## Dues are payable in advance.

Please complete this application and return with payment of dues: If paying by credit card, please provide the information requested below and fax to 816/701-8149.

VISA \_\_\_\_\_ Cardholder Name (Print) \_\_\_\_\_

MasterCard \_\_\_\_\_

AMEX \_\_\_\_\_ Card Number \_\_\_\_\_ Expiration Date \_\_\_\_\_

# Accredited Member Status

A program to recognize your education, experience, dedication, and aspirations.

Established in 1997, the IAAO Member Accreditation program acknowledges the efforts of members to keep on top of developments in the industry through continued education and ongoing service.

Belonging to IAAO is in itself a reflection of your dedication to the assessing profession. By participating in IAAO's courses, workshops, seminars and through hands-on experience you are stepping up to the next level. IAAO wants to recognize your accomplishments by conferring the status of "IAAO Accredited" on members who meet the following criteria:

- IAAO member in good standing with a minimum of five years experience in the assessing profession.
- Successful completion of 180 hours of IAAO courses, workshops, and seminars, including 101,

102, and 400 (No substitutions or course Waivers will be accepted.)

- Completion of a 15-hour workshop on Standards of Practice and Professional Ethics (IAAO Workshop 151 or equivalent) in addition to the course hours listed above.

If you meet these requirements, reward yourself. Become IAAO Accredited!

All applications must be accompanied by documented proof of completed education and an annual \$35 processing fee. Once approved, you will receive a certificate and a letter authorizing your use of the "IAAO Accredited" status on your stationery, business cards, and other business communications.

For more information contact the IAAO Department of Membership at 800/616-4226 or [membership@iaao.org](mailto:membership@iaao.org).

## Check It Out! IAAO's Paul V. Corusy Memorial Library

The IAAO Library is the premier assessment library in the world. Our collection contains:

- 17,000 cataloged books, articles, and government documents
- 100 current journals and newsletters
- Primarily assessment and appraisal materials, with limited collection development in real estate mapping.

LibraryLink is the online catalog of resources. All books, journals, state documents, international documents, conference proceedings and select articles are indexed in this catalog with links for electronic access to thousands of IAAO copyright-owned articles. Note: Full text access to electronic documents is reserved exclusively for members of IAAO.

The following list below shows that available resources for member and non-members.

Member Access:

- LibraryLink Online Catalog and Journal Index
- InfoTrac Custom Journal Database: Multi-lingual translation of over 500,000 journal articles!

- A to Z List of Electronic Periodicals
- IAAO Glossary for Property Appraisal and Assessment

Non-Member Access:

- LibraryLink Catalog (Guest Access with no full text downloads)
  - Subject Guides on Property Tax Topics (Bibliographies)
  - State & Provincial Oversight Agency Websites
  - Assessor Salary Surveys Directory
  - Technical Assistance Program
  - IAAO Technical Standards
  - Assessment Videos Directory
  - External Resource Directory: Includes resources from related organizations
    - Significant Features of the Property Tax (LILP)
    - HUD User Database
    - GIS Citation Database (ESRI)
  - WorldCat: World's largest network of library catalogs.
  - Locate books & other materials in your local library.
  - IAAO Acronyms
  - Research Assistance
  - Tutorial Videos/Tutorial Webinar
  - Suggestions for Academic Partnership Projects
- For more information visit [www.iaao.org/library/](http://www.iaao.org/library/)



Member Information: (Please print or type.)

Member ID #
Name
Title
Jurisdiction/Firm
Address
City
State/Province
ZIP/Postal Code
Country
Phone
Fax
E-mail

Education Requirements:

Please list IAAO courses, workshops, and seminars taken and attach proof of completed education. You must have successfully completed:

- 180 hours of IAAO Education
• 15-hour National USPAP
• Be an IAAO member in good standing

IMPORTANT: Applications without proof of course completion will be returned.

Required Courses:

Table with 3 columns: Course Name, Hours, Date Completed. Rows include IAAO Course 101, 102, 400, and National USPAP.

Additional IAAO Courses:

Table with 3 columns: Course Name, Hours, Date Completed. Multiple empty rows for additional courses.

Total Hours: 195

If you need more space to list courses, please attach a separate sheet of paper.

How did you hear about the program?

- Input boxes for: Instructor, IAAO Web site, Fair & Equitable, Fellow Member, Other

Signature:

I certify that I am an IAAO member in good standing with a minimum of five (5) years of experience in the assessment profession.

Signature
Date

Recertification

Your certification as an Accredited Member of IAAO must be renewed every five (5) years.

Submission:

- Please return:
(1) application
(2) proof of course completion
(3) \$35 fee

If paying by check submit all materials with payment to: IAAO Lock Box, P.O. Box 504183, St. Louis, MO 63150-4183
If paying by credit card please fax all materials to: 816/701-8149.

Method of Payment:

(The \$35 annual processing fee must accompany your applications. Applications without payment will be returned.)

- Check Enclosed (Make checks payable to IAAO, US funds only)
Charge my: Visa, Mastercard, AMEX

Card Number
Expiration Date
Cardholder's Name (printed)
Cardholder's Signature

Returned check charge is \$25. No refund or transfers allowed.

Questions?

Call the Membership Department at 800/616-4226, or e-mail memberships@iaao.org.

## CERTIFICATE OF ACCREDITATION

Upon the Executive Director's approval of the application, the applicant will be issued a certificate of accreditation. Reference can be made on business cards and correspondence below your name as "IAAO Accredited." If you provide contact information we will notify your supervisor or relevant organization or media.

Don't forget to promote the fact that you are an Accredited Member of IAAO. You've worked hard to continue your education, and deserve to be recognized.

## RECERTIFICATION

- We will notify you when your accreditation is about to expire, however it is your responsibility to submit the appropriate paperwork to IAAO in a timely manner, regardless of notification.
- We strongly suggest you keep a file folder for your accreditation materials, and be diligent about keeping copies of your proof of attendance at courses. When it comes time to renew, all of your information will be easy to locate.
- The program requires reaccreditation every five (5) years by successfully completing at least 14 hours of education courses or seminars on the Standards of Practice and Professional Ethics approved courses or seminars. These courses include: IAAO 151, 171, and 191, the two-day Appraisal Foundation approved USPAP course, and the one-day Appraisal Foundation-approved USPAP update course. You must also complete an additional thirty (30) hours of IAAO education courses and workshops within the five (5) year accreditation period.



## FREQUENTLY ASKED QUESTIONS

- Q** MAY OTHER NON-IAAO COURSES BE SUBMITTED FOR CREDIT?
- A** The only non-IAAO course recognized in the Accredited Member Program is any Appraisal Foundation-approved USPAP course, however all IAAO courses may be challenged.
- 
- Q** WHAT IS USPAP AND CAN I TAKE ANOTHER ORGANIZATION'S USPAP COURSE FOR CREDIT TOWARDS THE IAAO ACCREDITED MEMBERSHIP?
- A** IAAO recognizes any Uniform Standards of Professional Appraisal Practice course as long as it is approved by the Appraisal Foundation.
- 
- Q** CAN I TAKE A COURSE CHALLENGE TEST TO RECEIVE CREDIT FOR COURSE COMPLETION?
- A** All IAAO courses may be challenged except the USPAP course. The cost is \$200 for the challenge exam and \$75 if you would like to purchase the student manual. (Please contact the Education Manager at 800-616-4226 for additional information).
- 
- Q** WHY WOULD I APPLY FOR ACCREDITED MEMBERSHIP RATHER THAN GOING ON TO EARN MY DESIGNATION?
- A** Accredited membership provides recognition and credibility for people who are not yet pursuing a designation or are not interested in fulfilling all the requirements to obtain a designation.
- 
- Q** IS THERE A CHARGE FOR THE ACCREDITED MEMBERSHIP?
- A** There is an annual \$35 administrative fee which must be remitted with your application and then will be billed annually on your membership dues statement.
- 
- Q** I'M NOT SURE IF I HAVE MET ALL THE COURSE REQUIREMENTS?
- A** At this time you are required to track your own course completions. You may request a transcript for a \$50 fee. Contact the Education Dept. for additional information 800-616-4226.



Promoting Education • Communication • Excellence

*The Idaho Association of Assessment Personnel*

## Membership Application

Name \_\_\_\_\_

Address \_\_\_\_\_

County/Agency \_\_\_\_\_

Job Title \_\_\_\_\_

Email address \_\_\_\_\_

Areas of specialization

- Manufactured Homes
- Commercial
- Residential
- Other \_\_\_\_\_
- Personal Property
- CAMA
- Mapping

Dues are \$15 per year, renewable January 1 of each year. Send to:

Mark Harvey, Treasurer

1130 3rd Ave N

Payette, ID 83661

### **Purpose of IAAP**

The purpose of this organization is to benefit and enhance the evaluation and appraisal process of each assessing jurisdiction across the state of Idaho. To strive toward better communications between Assessors, Appraisers, and the State Tax Commission. To support education and seek practical answers to common appraisal problems. To address existing and forthcoming legislation and keep members aware of new laws and their impact. And to advance the concept of excellence and equity in the Ad Valorem appraisal process.