

COUNTY OF SANTA CRUZ

INVITES YOU TO APPLY FOR:



SENIOR APPRAISER

Supplemental Questionnaire Required

OPEN AND PROMOTIONAL

Job # 25-DA8-01

Salary: \$7,022 – 8,880 / Month

Closing Date: Friday, August 29, 2025

We are seeking a highly motivated **Senior Appraiser** to join our Assessor team! In this role, you'll take on the challenge of appraising some of the region's most distinctive and complex properties— from sweeping rural farmland and luxury estates to vibrant commercial centers, massive industrial facilities, and scenic recreational landmarks. As the leader of a talented appraisal team, you'll inspire, mentor, and set the standard for excellence. Every valuation you oversee will be fair, precise, and firmly grounded in laws and codes— directly shaping property tax assessments that help our communities thrive. Your expertise and leadership won't just guide the work- you'll elevate the entire team. **The list established will be used to fill the current vacancy and it may also be used to fill other vacancies during the life of the eligible list. The option for hybrid remote work schedule may be available based on the type of work and operational needs.**

THE REQUIREMENTS: Any combination of education and experience, which would provide the required knowledge and abilities is qualifying, unless otherwise specified. A typical way to obtain the knowledge and abilities would be:

ONE YEAR OF EXPERIENCE PERFORMING DUTIES COMPARABLE TO AN APPRAISER II IN SANTA CRUZ COUNTY

SPECIAL REQUIREMENTS: License/Certificate: Possession of a valid California Class C Driver License, or the ability to provide suitable transportation which is approved by the appointing authority; **MUST QUALIFY TO OBTAIN A TEMPORARY APPRAISER'S CERTIFICATE ISSUED BY THE CALIFORNIA STATE BOARD OF EQUALIZATION AND MUST OBTAIN A VALID APPRAISER'S CERTIFICATE WITHIN THE FIRST TWELVE MONTHS OF EMPLOYMENT.** **Background Investigation:** Fingerprinting is required.

KNOWLEDGE: Thorough knowledge of real property appraisal and assessment principles, practices and techniques; and principles of land economics and real property valuation. Working knowledge of California tax laws, rules and regulations; and building depreciation and other factors which change property values. Some knowledge of principles and practices of supervision and training; and application of data processing to appraisal operations.



ABILITY TO: Supervise, train and evaluate the work of subordinate staff; make accurate appraisals of complex properties; read, interpret, explain and apply rules, regulations, policies and procedures that relate to the Assessor's Office; walk rugged terrain and climb through partially built structures; establish and maintain an effective working relationship with others; prepare accurate detailed records, reports, training materials and procedures manuals; make complex mathematical computations; analyze and solve complex technical appraisal problems; prepare and present Assessment Appeals cases; make effective oral presentations; review and monitor appraisals prepared by others for equity, accuracy and conformance to laws and codes; read and interpret maps, blue prints, sketches and legal property descriptions; learn to input, access and analyze data using a computer; lift and carry buckets of parcel folders weighing up to 25 pounds; and perform field inspections at the airport, harbor, building sites or campgrounds.

HOW TO APPLY: Apply online at www.santacruzcountyjobs.com or mail/bring an application and supplemental questionnaire to: Santa Cruz County Human Resources Department, 701 Ocean Street, Room 510, Santa Cruz, CA 95060. For information, call (831) 454-2600. Hearing Impaired TDD/TTY: 711. Applications will meet the final filing date if received: 1) in the Personnel Department by 5:00 p.m. on the final filing date, 2) submitted online before midnight of the final filing date.

Women, people of color and people with disabilities are encouraged to apply. If you have a disability that requires test accommodation, please call (831) 454-2600.

SENIOR APPRAISER – SUPPLEMENTAL QUESTIONNAIRE

The supplemental questions are designed specifically for this recruitment. Applications received without the required supplemental information will be screened out of the selection process. Employment experiences referred to in your response must also be included in the Employment History section of the application. **NOTE: Please answer the question(s) below as completely and thoroughly as possible, as your answer(s) may be used to assess your qualifications for movement to the next step in the recruitment process.**

1. Describe in detail your experience (within the last ten years) in the following areas:
 - a. conducting field inspections of property and structures
 - b. collecting and analyzing data to determine market value of properties
 - c. use of technical resources (e.g., documents, software/databases, laws/codes/regulations, Appraiser Handbooks, etc.) in the execution of your appraisal duties. In your response identify the resource and the reason it was used.
2. Provide an example detailing your most complex/advanced appraisal. In your response, include the following: (1) Types of property appraised and/or other related duties; (2) Methodology(s) used and reason for using it; (3) Any problems/issues that may have occurred; (4) Key participants in the appraisal/assessment process; **and** (5) Outcome.
3. Describe in detail your experience supervising, training, and/or evaluating the work of less experienced Appraisers. In your response, also cite specific examples and frequency performing this assignment.

EMPLOYEE BENEFITS:

ANNUAL LEAVE – 22 days first year, increasing to 37 days after 15 years of service. Available for vacation and/or sick leave.

HOLIDAYS – 14 paid holidays per year.

BEREAVEMENT LEAVE – 3 days paid in California, 5 days paid out-of-state.

MEDICAL PLAN – The County contracts with CalPERS for a variety of medical plans. For most plans, County contributions pay a majority of the premiums for employees and eligible dependents.

DENTAL PLAN – County pays for employee and eligible dependent coverage.

VISION PLAN – County pays for employee coverage. Employee may purchase eligible dependent coverage.

RETIREMENT – Pension formula 2% at age 60 or 2% at age 62 as determined based on provisions of the CA Public Employees' Pension Reform Act of 2013 (PEPRA). Pension benefit determined by final average compensation of three years. County participates in Social Security.

LIFE INSURANCE – County pays \$20,000 term policy. Employee may purchase additional life insurance.

DISABILITY INSURANCE – Employees in the General Representation Unit participate in the State Disability Insurance (SDI) program. This program is funded 100% by employee payroll deductions.

DEPENDENT-CARE PLAN – Employees who make contributions for child or dependent care may elect to have their contributions made utilizing "pre-tax dollars."

H-CARE PLAN – Employees who pay a County medical premium may elect this pre-tax program.

HEALTH CARE FLEXIBLE SPENDING ALLOWANCE (HCFSA) – Employees may elect this pre-tax program to cover qualifying health care expenses.

DEFERRED COMPENSATION – A deferred compensation plan is available to employees.

Note: Provisions of this bulletin do not constitute an expressed or implied contract.

County of Santa Cruz

www.santacruzcountyjobs.com

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