



## Department of Employee Relations

**Cavalier Johnson**  
Mayor

**Jackie Q. Carter**  
Director

**Kristin Urban**  
Special Deputy Director

**Molly King**  
Employee Benefits Director

**Nicole Fleck**  
Labor Negotiator

To the Honorable  
The Board of City Service Commissioners

Dear Commissioners,

Ms. Granger has appealed the rejection of her application for the Assessment Appeals Director position in the City Assessor's Office. Ms. Granger's appeal was filed timely on December 11, 2025.

The following attachments are provided for your consideration:

- Attachment #1 - Assessment Appeals Director job announcement bulletin.
- Attachment #2 - A redacted copy of Ms. Granger's application.
- Attachment #3 - The notification email message relative to her status in the selection process.
- Attachment #4 - Ms. Granger's appeal letter.
- Attachment #5 - Ms. Nelson's email message, dated December 15, 2025, outlining the minimum requirement analysis and commencing a collaborative process.
- Attachment #6 - Ms. Granger's response email message, dated December 16, 2025, which includes two additional documents for consideration in meeting the minimum requirements: Screenshot of PROD AssessPro spreadsheet data from 2020 and Assessor Neighborhood Assignment spreadsheet from 2019.
- Attachment #7 – Ms. Nelson/Ms. Granger's email message trail dated December 22 – December 26, 2025, regarding the consideration of the additional materials and next steps in the appeal.

### Background

The position of Assessment Appeals Director was announced on November 11, 2025, and closed on December 5, 2025 (Attachment #1). The posted minimum requirements include:

1. Bachelor's degree in real estate, architecture, economics, finance, business administration, or a closely related field from an accredited college or university.
2. Five years of commercial valuation experience, including significant expertise in defending property values, writing commercial narrative appraisals, and managing projects.
3. State of Wisconsin Department of Revenue Assessor 2 Certification within three months of appointment.
4. Valid driver's license at time of appointment and throughout employment, plus availability of a properly insured personal vehicle for use on the job at time of

appointment and throughout employment. Private automobile allowance may be paid pursuant to Section 350-183 of the Milwaukee Code.

Equivalent combinations of education and experience may be considered.

Twelve applications were submitted on time. Ms. Granger is one of seven applicants who did not meet the minimum qualifications.

## **Discussion**

The Assessment Appeals Director drafts appraisal reports for high-exposure cases, such as those involving complex commercial properties and high-dollar claims, and testifies at the Board of Review (BOR), in depositions, and in court hearings. Performing these functions requires advanced skills and depth of experience in commercial appraisal to develop and maintain sound, defensible, and consistent policies and approaches for appraisal litigation, to assess current legislation and determine its impact on litigation, to evaluate the caseload and type of cases, and to standardize and communicate practices throughout the Assessor's Office. When appeals are litigated in court, the Assessment Appeals Director works closely with senior managers, appraisers, and assistant city attorneys to successfully process cases, including creating and managing proper work file documentation for each case and assisting counsel with depositions and discovery requests. Once lawsuits are initiated, the Assessment Appeals Director reviews commercial objection information, manages subpoenas issued by the Board of Review, and ensures that appraisal reports for circuit court are properly prepared. The Assessor's Office receives approximately 600-700 commercial property appeals annually, of which approximately 50-75 commercial appeals evolve into lawsuits for which the Assessment Appeals Director is responsible for resolving or defending in Circuit Court.

## **Ms. Granger's Qualifications**

Ms. Granger holds an Associate degree in Accounting and a Bachelor's degree in Communication and Pre-Law; accordingly, she was credited with four years of education toward the nine-year equivalency requirement.

Ms. Granger currently holds the title of Commercial Property Appraiser 1 in the City Assessor's Office, a title she has held since July 9, 2023. While her application indicated that she held the position since June 18, 2018, the following chart shows her work history with the City of Milwaukee, per the City's Human Resources Management System job history record.

<b>Effective Date</b>	<b>Appointment Type</b>	<b>Title</b>
March 17, 2014	Regular Appointment	Residential Code Enforcement Inspector-DNS.
June 17, 2018	Promotion/Original Exam	Property Appraiser
December 29, 2019	Reclass	Property Appraiser 1
NOTE: Implementation of new title series: All titles budget allocated under Senior Property Appraiser 4; Property Appraiser 1-4 (Residential); Senior Property Appraiser 1-4 (Commercial)		
March 8, 2020	Promotion after underfill	Property Appraiser 2
May 30, 2021	Promotion after underfill	Property Appraiser 3

November 28, 2021	Promotion after underfill	Property Appraiser 4
July 9, 2023	Job Reclass/Market Study	Commercial Property Appraiser 1
NOTE: Implementation of two (2) new title series: Residential Property Appraiser 1-2-3 & Commercial Property Appraiser 1-2-3		

Ms. Granger was credited with two years and five months of experience as a Commercial Property Appraiser 1 at the time of the application close, December 5, 2025. Ms. Granger's work experience before holding the Commercial Property Appraiser 1 title was not considered equivalent to "*commercial valuation experience, including significant experience defending property values, writing commercial narrative appraisals, and managing projects.*" The primary distinction between residential and commercial property appraisal is that residential appraisals focus on comparable home sales using the Sales Comparison Approach. In contrast, commercial appraisals use more complex methods, such as the Income Capitalization Approach, to assess a property's investment potential. The latter Approach involves broader market trends and longer valuation timelines. Additionally, commercial property appeals, which are the primary responsibility of the Assessment Appeals Director, are often complex, requiring the incumbent to provide legal, detailed financial evidence and/or expert testimony. Therefore, the skills required to perform the essential functions of the Assessment Appeals Director position are cultivated through years of commercial valuation experience.

Ms. Granger was notified that she did not meet the minimum requirements for the position on December 10, 2025 (Attachment #3). Ms. Granger filed an appeal with the Board of City Service Commissioners on December 11, 2025 (Attachment #4). She was subsequently informed that an additional two years and seven months of commercial valuation experience, as indicated on the job announcement bulletin, was required (Attachment #5).

Following receipt of the additional material included with Ms. Granger's December 16, 2025, email message (Attachment #6), I conducted a further evaluation of her work history. Although Ms. Granger performed commercial property valuations in 2020, those evaluations accounted for approximately 2.4% of her total assessments; in 2021, 3.6%; and in 2022, 3.6%. These assignments did not compensate for the 2 years and 7 months she would have needed to meet the minimum qualifications for the position. (Attachment # 7). Note: Ms. Granger's commercial property valuations in 2023, the year she was appointed to the Commercial Property Appraiser 1 title, comprised 44% of her total assessment.

This decision was based on a fair process that compared each applicant's experience with the job requirements. Accepting Ms. Granger's application would be unfair to the six other applicants who were similarly found not to meet the minimum requirements.

### **Recommendation**

Based upon the information detailed above, I recommend that Ms. Granger's appeal be denied. I am hopeful that Ms. Granger continues the underfill path created for the Commercial Property Appraiser series and applies for additional opportunities as they arise.

I can be reached at 414.286.5066 should you have any questions regarding this matter.

Very truly yours,

Nola M. Nelson  
Human Resources Representative

# ASSESSMENT APPEALS DIRECTOR

**Recruitment #2511-4123-001**

<b>List Type</b>	Original
<b>Requesting Department</b>	ASSESSOR'S OFFICE
<b>Open Date</b>	11/14/2025 2:00:00 PM
<b>Filing Deadline</b>	12/5/2025 11:59:00 PM
<b>HR Analyst</b>	Nola Nelson

## INTRODUCTION

*The City of Milwaukee is proud to employ a diverse workforce dedicated to delivering exceptional service to its residents. If you have a passion for being a part of an inclusive team of public servants, please consider the following opportunity.*

## PURPOSE

The Assessment Appeals Director manages all property tax assessment appeals and related lawsuits, working closely with senior managers and the Office of the City Attorney to effectuate the successful processing of cases. The Assessment Appeals Director provides supervision, training, and expertise for managers and appraisers.

## ESSENTIAL FUNCTIONS

### Appraisal and Appeal Management

- Draft appraisal reports for high exposure cases such as those involving complex commercial properties and high dollar claims, and testify at the Board of Review (BOR), depositions, and court hearings.
- Develop and maintain a sound, defensible, and consistent policy and approach for appraisal litigation by staying current with legislation and determining impact on litigation, evaluating caseload and type of cases, adjusting Assessor's Office practices accordingly, and communicating standards and practices throughout the Assessor's Office.
- Manage all assessment appeals.
- When appeals become lawsuits, work closely with senior managers, appraisers, and assistant city attorneys to successfully process cases, including creating and managing proper work file documentation for each case and assisting counsel with depositions and discovery requests.
- Assist with reviewing commercial objection information and managing subpoenas sent out from the BOR, as drafted by appraisers.
- Ensure appraisal reports for circuit court are properly prepared before presentation to the Office of the City Attorney. Coordinate expert witnesses for hearings and trials.
- Research and maintain a market information database of different property classifications.
- Perform assessments in certain Special Mercantile (SME) and Local Mercantile (MER) neighborhoods as assigned.
- Perform mass appraisal duties for properties as assigned by the Chief Assessor.

### Leadership

- Serve as a resource for appraisers relative to appeals, including training appraisers in the creation of appraisal reports, presentations, and hearings before the BOR.
- Create and maintain case reference materials to be shared with all appraisers. Annually create cap rate studies for the valuation of special mercantile property groups.

*We welcome qualified individuals with disabilities who are interested in employment and will make reasonable accommodations during the hiring process in accordance with the Americans with Disabilities Act (ADA) of 1990, as amended by the Americans with Disabilities Act Amendments Act (ADAAA) of 2008.*

## CONDITIONS OF EMPLOYMENT

- Work beyond regular business hours on occasion to meet the needs of the Assessor's Office.
- Position requires light physical activity, including stooping, crouching, and lifting up to 10 pounds.
- Required to file a statement of economic interests in accordance with the Milwaukee Code of Ordinances Chapter 303-Code of Ethics.

## MINIMUM REQUIREMENTS

1. Bachelor's degree in real estate, architecture, economics, finance, business administration, or a closely related field from an accredited college or university.
2. Five years of commercial valuation experience, including significant experience defending property values, writing commercial narrative appraisals, and managing projects.
3. State of Wisconsin Department of Revenue Assessor 2 Certification within three months of appointment.
4. Valid driver's license at time of appointment and throughout employment, plus availability of a properly-insured personal vehicle for use on the job at time of appointment and throughout employment. *Private automobile allowance may be paid pursuant to Section 350-183 of the Milwaukee Code.*

*Equivalent combinations of education and experience may be considered.*

**NOTICE:** Please do not attach your academic transcripts to your employment application. The hiring department will verify candidates' education as part of the background screening process before extending any job offers.

## DESIRABLE QUALIFICATIONS

- International Association of Assessing Officers (IAAO) Certified Assessment Evaluator (CAE) or a comparable valuation designation.

## KNOWLEDGES, SKILLS, ABILITIES & OTHER CHARACTERISTICS

### Technical

- Knowledge of building and construction practices and principles.
- Knowledge of property appraisal principles and Wisconsin case law pertaining to property assessments.
- Knowledge of mathematics, finance, and economics principles.
- Proficiency using mass appraisal computer applications as well as word processing and spreadsheet programs.
- Ability to read and interpret complex work-related materials such as state statutes, the Wisconsin Property Assessment Manual (WPAM), and the Uniform Standards in Professional Appraisal Practice (USPAP).

### Leadership

- Knowledge of management principles and practices.
- Ability to effectively supervise, motivate, and coach staff members, adhering to principles of teamwork such as participation, shared responsibility, open communication, and mutual support.
- Ability to effectively lead and supervise staff members engaged in assessment appeals activities, including assigning and reviewing work; setting goals, policies, expectations, tasks, and deadlines; monitoring employee performance; coaching, training, and team building; and addressing employee issues.
- Ability to provide in-house training related to appeals and litigation and prepare witnesses to present testimony.
- Ability to foster an environment of inclusion wherein all employees are treated respectfully, are valued for their strengths, and feel that they can safely express themselves.
- Ability to support employee career development.
- Ability to encourage positive cross-departmental operations.
- Ability to create and develop a diverse work team in which all members can reach their potential.

#### **Communication and Interpersonal**

- Written communication skills to compose well-crafted and error-free correspondence, appraisal reports, case reference materials, and training materials.
- Verbal communication and presentation skills to express ideas clearly and concisely before various audiences.
- Interpersonal and customer service skills to work effectively with staff, City attorneys, elected officials, representatives of other agencies, and the public.
- Ability to work cooperatively with people whose backgrounds may differ from one's own.

#### **Critical Thinking and Professionalism**

- Planning skills to manage and complete multiple assignments promptly and adjust to changing priorities.
- Ability to maintain confidentiality.
- Organizational skills to create and manage work file documentation for each case.
- Analytical and problem-solving skills to identify and satisfactorily resolve appeals-related issues.
- Decision-making ability and sound judgment to serve as a resource for others pertaining to appeals and cases.
- Ability to exemplify professionalism, positivity, honesty, integrity, and proper stewardship of City resources.

#### **CURRENT SALARY**

**The current salary range (1KX) is \$105,336-\$127,413, and the resident incentive salary range for City of Milwaukee residents is \$108,496-\$131,235. Appointment above the minimum is possible based upon level of experience and other qualifications, and is subject to approval.**

#### **BENEFITS**

The City of Milwaukee provides a comprehensive benefit program that includes the following:

- Wisconsin Retirement System (WRS) Defined Benefit Pension Plan
- 457 Deferred Compensation Plan
- Health and Dental Insurance
- Paid Parental Leave
- Comprehensive Wellness Program
- Onsite Clinic Services
- Onsite Employee Assistance Program
- Alternative Work Schedules
- Long Term Disability Insurance

- Group Life Insurance
- Tuition Benefits
- Paid Vacation
- 12 Paid Holidays
- Paid Sick Leave and other paid leaves
- Flexible Spending Arrangement
- Commuter Value Pass

For full details of the benefits offered by the City of Milwaukee, please visit <https://city.milwaukee.gov/der/benefits>.

## SELECTION PROCESS

**THE SELECTION PROCESS** will be job-related and will consist of one or more of the following: an evaluation of education, experience, and/or responses to supplemental questions; a written or performance test, a structured interview, or other assessment methods. The Department of Employee Relations reserves the right to call only the most qualified candidates to structured interviews and performance examinations. Structured interviews may include written exercises. Selection process component weights will be determined by further analysis of the job.

**INITIAL FILING DATE** - The selection process will be held as soon as practical after the deadline listed above. Receipt of applications may be discontinued at any time after this date without prior notice. However, recruitment may continue until the City's needs are met. Qualified applicants will be notified of the date, time, and place of the selection process components. Unless otherwise required by law, the City of Milwaukee will not provide alternative selection process dates or times. The applicant is responsible for attending all phases of the job selection process at the time and place designated by the City of Milwaukee.

## ADDITIONAL INFORMATION

- APPLICATIONS and further information may be accessed by visiting [www.jobapscloud.com/MIL](http://www.jobapscloud.com/MIL).
- If you would like assistance completing an application, please contact the Department of Employee Relations at (414) 286-3751 or [staffinginfo@milwaukee.gov](mailto:staffinginfo@milwaukee.gov).
- The Department of Employee Relations is located in City Hall, 200 E Wells St, Room 706, Milwaukee, WI 53202.

## CONCLUSION

**EEO = 104**

*The City of Milwaukee values and encourages diversity and is an equal opportunity employer.*

**Job Title: ASSESSMENT APPEALS DIRECTOR**

**Job Number: 2511-4123-001**

**EasyID: SMI-39-6808**

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EasyID **Smi-39-6808**

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### Current or Previous City of Milwaukee Employment

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Are you currently, or were you previously, employed by the City of Milwaukee?

Current  
 Previous  
 Never

Position Title **Commercial Property Appraiser**

Department **ASSESSOR'S OFFICE**

Employee ID# **024392**

Start Date **06/18/2018**  
MM/DD/YYYY

End Date  
MM/DD/YYYY

Reason for Leaving **Still Employed**  
Describe:

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### Additional Information

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Fluent in a Language Other than English

Do you wish us to reveal your identity?

The City sometimes receives requests under the Wisconsin Public Records Law for the identity of job applicants and copies of the job applications. However, except for those applicants who are final candidates for positions, the City is prohibited from releasing the identity of applicants who have indicated in writing that they do not wish their identity to be revealed.

Yes  No

Are you able to provide documentation that demonstrates that you are legally authorized to work in the United States?

In accordance with the Immigration Reform Control Act of 1986, the City will employ only persons legally authorized to work in the United States. Employment, offered, is conditional upon the individual's ability to establish verification of identity and authorization to work within three business days of commencement of employment.

Yes  No

How did you hear of the opening?

[www.milwaukee.gov/jobs](http://www.milwaukee.gov/jobs)

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### Basic Education

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Have you graduated from high school?

Yes  No

Yes  No

If Yes, enter date issued and certificate number.

GED Date Received

Certificate #

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### High School

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High School Name **Milwaukee School of Languages**

Address **8400 W Burleigh St**

City and State **Milwaukee, WI**

### College and Graduate School Education

Name, City, & State	Major/Minor Course of Study	Dates of Attendance	Degree Pursued	# of Credits Earned Date Graduated
UW-Milwaukee Milwaukee, WI	Communication - Pre-Law	06/08/2009 - 08/20/2012	Bachelor of Arts Completed? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	120 08/20/2012
University of Phoenix Online	Accounting -	08/01/2007 - 06/08/2009	Associate of Arts Completed? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	60 06/08/2009
	-	-	Completed? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
	-	-	Completed? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
	-	-	Completed? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	

### Licenses & Certifications

Related to or required by the position for which you are applying.

**Do you have any current occupational and professional licenses and certificates?**  Yes  No

**License/Certificate Type** Other - Please Specify

**Issuing Agency/Board** Dept of Revenue

**Serial #** WI23671CA

**Date Issued** 8/1/2023

**Expiration** 7/31/2028

**State of Issue** WI

### Seminars

List any other education, training programs, workshops or professional seminars you have successfully completed which may relate to this position. Include name of institution/school and dates.

**Assessor II Certificate, State of Wisconsin; Property Appraiser Certificate, State of Wisconsin**

### Work Experience

View and print your application.

Job #1

From (Mo/Yr) To (Mo/Yr)	Total Yrs/Mos Worked	Job Title	Full Time/Hours Per Week
06/2018 Present	yrs mos	Commercial Property Appraiser	Full-time
Employer's Name City of Milwaukee	Employer's Address Milwaukee, WI 53218	Employer's Phone (414) 286-3651	
Type of Business Government	Supervisor's Name/Title Ryan Ranker/Cheif Assessor	Supervisor's Phone	
	Reason for Leaving		Number You Supervised
N/A			0
<p><b>Job Duties</b></p> <p>Citywide valuation of land, residential and commercial property. Appraise real and personal property for assessment purposes using the cost, market and income approaches. Review estimated market values. Analyze trends in sales prices, construction costs and rents in order to assess property values and determine accuracy of assessments. Perform assessment reviews. Investigate assessment appeals. Make recommendations to the Board of Assessors. Present testimony before the Board of Review and Circuit Court. Valuation modeling. Assessment appeal experience: successfully processed 770 objections in a timely manner, prior to deadline in 2020; 40 Board of Review hearings at a 95% win rate; written 4 Circuit Court reports; have trained over a dozen appraisers with a 100% success rate.</p>			

Job #2			
From (Mo/Yr) To (Mo/Yr)	Total Yrs/Mos Worked	Job Title	Full Time/Hours Per Week
03/2014 06/2018	4 yrs 3 mos	Residential Code Enforcement Inspector	Full-time
Employer's Name City of Milwaukee	Employer's Address 4001 S 6th St, Milwaukee, WI 53221	Employer's Phone (414) 286-2268	
Type of Business Government	Supervisor's Name/Title David Krey/Residential Manager	Supervisor's Phone	
	Reason for Leaving		Number You Supervised
Still employed			0
<p><b>Job Duties</b></p> <p>Performs inspections and ensures that buildings and property within the City of Milwaukee are in compliance with all applicable local ordinances and state statutes. Conducts fire prevention, building maintenance and nuisance inspections for residential buildings and property. Conducts special investigations stemming from complaints related to building, fire prevention and nuisance violations. Prepares citations, orders, logs, and summary reports related to inspections. Interprets codes and ordinances and evaluates occupancy violations. Meets with residents, property owners, block clubs and community groups to discuss approaches to improve neighborhood conditions and to share services provided by DNS. Advises owners and tenants of violations and suggests possible methods to bring them into compliance.</p>			

Job #3			
From (Mo/Yr) To (Mo/Yr)	Total Yrs/Mos Worked	Job Title	Full Time/Hours Per Week
03/2011 03/2014	3 yrs 0 mos	Category Analyst	Full-time
Employer's Name Roundsy's Supermarkets, Inc	Employer's Address 875 E WISCONSIN AVE, Milwaukee, WI 53202	Employer's Phone (414) 231-5100	
Type of Business Grocery Chain	Supervisor's Name/Title Carlos Baldan/VP of Merchandising	Supervisor's Phone (414) 231-5100	
	Reason for Leaving		Number You Supervised
Better opportunity			0
<p><b>Job Duties</b></p> <p>Product Pricing and Advertising Creative Marketing; Store Communication (electronic and paper) Sales Reporting and Analysis (daily/weekly/monthly/quarterly/annual) GP/GM Calculation; Markdown Analysis Tobacco Category Management &amp; Item Maintenance Invoice Auditing; Vendor Cost Discrepancies- includes analysis, inaccuracy discovery, fund retrieval</p>			

Job #4

From (Mo/Yr) To (Mo/Yr)	Total Yrs/Mos Worked	Job Title	Full Time/Hours Per Week
08/2006 03/2011	4 yrs 7 mos	Category Clerk	Full-time
Employer's Name <b>Roundy's Supermarkets, Inc</b>	Employer's Address <b>875 E WISCONSIN AVE, Milwaukee, WI 53202</b>	Employer's Phone <b>(414) 231-5100</b>	
Type of Business <b>Grocery Chain</b>	Supervisor's Name/Title <b>Carlos Baldan/VP Merchandising</b>	Supervisor's Phone <b>(414) 231-5100</b>	
Promotion	Reason for Leaving	Number You Supervised <b>0</b>	
Job Duties <b>System SOP Creation; Creator of Profit per Foot analysis &amp; training; Out of Stock report and analysis; Store Inventory Modification Requests/Analysis; Item Inventory Analysis; Corporate Ad Planner; complete seasonal analysis &amp; distribution; Tobacco Procurement report/billing; New item set-up, record keeping, item maintenance; new vendor set-up; PIM vendor setup; Back-up for administrative assistant to VP &amp; Director and Category Managers; Connect; manage/track store calls</b>			

Job #5			
From (Mo/Yr) To (Mo/Yr)	Total Yrs/Mos Worked	Job Title	Full Time/Hours Per Week
05/2004 07/2006	2 yrs 2 mos	Sales Administrative Assistant	Full-time
Employer's Name <b>Wisconsin Memorial Park</b>	Employer's Address <b>13235 W Capital Drive, Brookfield, WI 53005</b>	Employer's Phone <b>(262) 781-7474</b>	
Type of Business <b>Cemetery</b>	Supervisor's Name/Title <b>Unknown/Unknown</b>	Supervisor's Phone	
Refusal to sign unsigned documentation	Reason for Leaving	Number You Supervised <b>0</b>	
Job Duties <b>Calculated and maintained database of sales with associated commissions and bonuses; Memorial Bookmark design; Fund acceptance, receipt issuance, fund verification and bank deposit preparation; Maintained inventory, assigning property and ICFA transfers; Quality control signed contracts, corporate submission and resolution; Processing and follow-up of fund receipts of insurance assignments; Maintenance and distribution of property price books; New hire, termination and change paperwork, Flyer design and other marketing tools for distribution; Office supply orders, phone list maintenance, birthday/anniversary organization</b>			



## Department of Employee Relations

City Hall, Room 706

200 E. Wells Street, Milwaukee, WI 53202-3554

(414) 286-3751 FAX (414) 286-0203 TDD (414) 286-2960

Wednesday, December 10, 2025

Angela Granger

Dear Angela,

Thank you for your interest in employment with the City of Milwaukee. I have carefully considered your application for the position of ASSESSMENT APPEALS DIRECTOR. You do not meet the minimum qualifications for this position due to the reason listed below. Therefore, we cannot accept your application at this time.

### Education/Experience

The minimum requirements for this position include: 1) A Bachelor's degree in real estate, architecture, economics, finance, business administration, or a closely related field from an accredited college or university, AND; 2) Five years of commercial valuation experience, including significant experience defending property values, writing commercial narrative appraisals, and managing projects.

I encourage you to visit our website, [Job Apps](#) for other employment opportunities that may be of interest to you.

Additionally, the City of Milwaukee is always looking to be a resource for our applicants. Though you did not meet the minimum requirements for ASSESSMENT APPEALS DIRECTOR, we would like to help. The City of Milwaukee's Department of Workforce Development works with Milwaukee residents to achieve the necessary skills to gain stable, family-sustaining jobs throughout the City of Milwaukee. We would like to refer you to the Workforce Development Department for their assistance in your professional journey.

If you are interested in exploring available resources through the City's Workforce Development Department, visit the DirectConnectMKE website by clicking on the link here: [DirectConnectMKE](#). If you have any additional questions, please reach out to Jason Thompson at 414-286-3357 or email him at [jason.thompson@milwaukee.gov](mailto:jason.thompson@milwaukee.gov)

Thank you, again, for your interest in not just working IN Milwaukee, but working ON Milwaukee!

If you have any questions concerning this notice, please call our office at 414-286-3751 or respond to this email for additional assistance.

Sincerely,

Nola Nelson

Human Resources Representative

You may appeal the above action by filing a written appeal, including the basis upon which the appeal is made, to the City Service Commission via email at [elmoor@milwaukee.gov](mailto:elmoor@milwaukee.gov) or by calling 414.286.3398 or 414.708.8561. The appeal must be received by the Commission no later than ten calendar days after this notification was mailed.

**Nelson, Nola**

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**From:** Moore, Elizabeth  
**Sent:** Thursday, December 11, 2025 9:26 AM  
**To:** Nelson, Nola  
**Cc:** Moore, Elizabeth  
**Subject:** FW: IMPORTANT: Assessment Appeals Director Application Status

Good morning Nola!  
Please see the email below and let me know if she will continue in the appeal process. Thank you.

Respectfully,  
Elizabeth Moore  
Administrative Support Specialist  
Department of Employee Relations  
200 E. Wells St., Room 706  
Milwaukee, WI 53202  
414-708-8561 (C)  
elmoor@milwaukee.gov

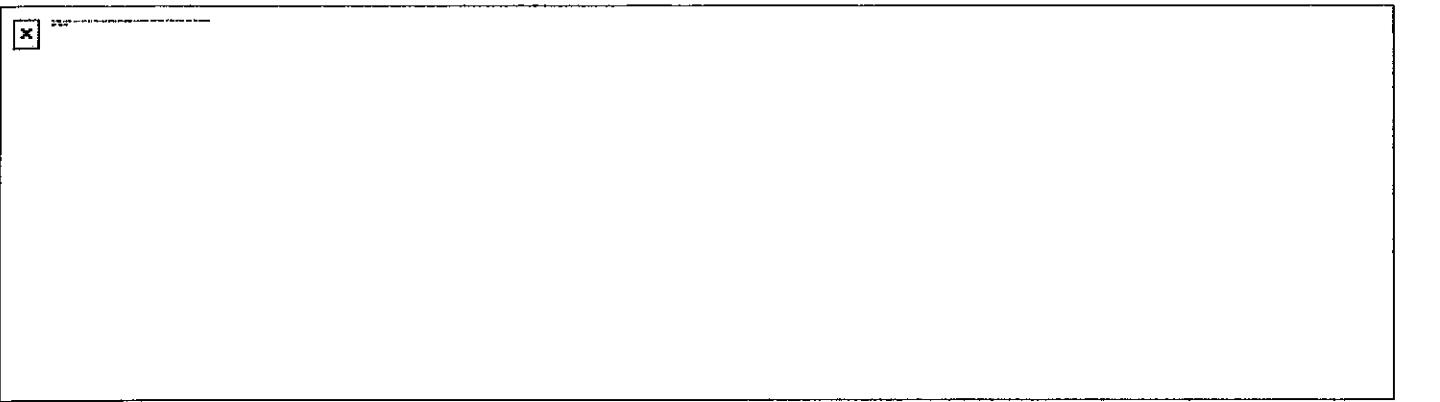
**From:** Angela Granger <[REDACTED]>  
**Sent:** Thursday, December 11, 2025 9:03 AM  
**To:** Moore, Elizabeth <elmoor@milwaukee.gov>  
**Subject:** Fwd: IMPORTANT: Assessment Appeals Director Application Status

Good morning,

I would like to appeal this decision as I do meet the education and experience requirements.

Thank you,  
Angela Granger  
[REDACTED]

----- Forwarded message -----  
<[staffinginfo@milwaukee.gov](mailto:staffinginfo@milwaukee.gov)> wrote:



Wednesday, December 10, 2025

Angela Granger

[REDACTED]

Dear Angela,

Thank you for your interest in employment with the City of Milwaukee. I have carefully considered your application for the position of ASSESSMENT APPEALS DIRECTOR. You do not meet the minimum qualifications for this position due to the reason listed below. Therefore, we cannot accept your application at this time.

**Education/Experience**

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If you are interested in exploring available resources through the City's Workforce Development Department, visit the DirectConnectMKE website by clicking on the link here: [DirectConnectMKE](#). If you have any additional questions, please reach out to Jason Thompson at 414-286-3357 or email him at [jason.thompson@milwaukee.gov](mailto:jason.thompson@milwaukee.gov)

Thank you, again, for your interest in not just working IN Milwaukee, but working ON Milwaukee!

If you have any questions concerning this notice, please call our office at 414-286-3751 or respond to this email for additional assistance.

Sincerely,  
Nola Nelson  
Human Resources Representative

You may appeal the above action by filing a written appeal, including the basis upon which the appeal is made, to the City Service Commission via email at [elmoor@milwaukee.gov](mailto:elmoor@milwaukee.gov) or by calling 414.286.3398 or 414.708.8561. The appeal must be received by the Commission no later than ten calendar days after this notification was mailed.

**Nelson, Nola**

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**From:** Nelson, Nola  
**Sent:** Monday, December 15, 2025 1:21 PM  
**To:** REDACTED  
**Subject:** Response ~ Rejection of Application ~ Assessment Appeals Director-Assessor's Office

Hello Ms. Granger,

This communication is in response to your email messages sent on Wednesday, December 11, 2025 to [infostaffing@milwaukee.gov](mailto:infostaffing@milwaukee.gov) and [elmoor@milwaukee.gov](mailto:elmoor@milwaukee.gov) in which you questioned the rejection of application notice you received for the Assessment Appeals Director position in the Assessor's Office.

Since receiving your message, a second review of the application materials you submitted has been conducted. This email message initiates a collaborative review process with you. Please note: This is a confidential process between you, the applicant and DER-Staffing. To the greatest extent possible, please refrain from communicating your status in this recruitment to others as doing so may jeopardize the fair and impartial nature of this recruitment; direct all questions you may have to me.

The minimum requirements for the position as posted on the job announcement bulletin include the following:

1. Bachelor's degree in real estate, architecture, economics, finance, business administration, or a closely related field from an accredited college or university.
2. Five years of commercial valuation experience, including significant experience defending property values, writing commercial narrative appraisals, and managing projects.
3. State of Wisconsin Department of Revenue Assessor 2 Certification within three months of appointment.
4. Valid driver's license at time of appointment and throughout employment, plus availability of a properly-insured personal vehicle for use on the job at time of appointment and throughout employment. Private automobile allowance may be paid pursuant to Section 350-183 of the Milwaukee Code.

Equivalent combinations of education and experience may be considered.

The following is the analysis of the application materials you submitted.

Education:

- Bachelor of Arts-Communication – Pre-Law; Indicated on application: 06/08/2009-08/20/2012; Four years counted toward the nine year education/experience equivalency.

Experience:

- Your application indicates that you began working as a Commercial Property Appraiser in June of 2018 however, your work progression in terms of titles and service time from the Property Appraiser (Residential) series to the Senior Property Appraiser (Commercial) series was not fully detailed. Therefore, the time you served in the title of Commercial Property Appraiser 1, two years and five months, was counted toward the five years of commercial valuation experience listed in #2 above. All work experience listed prior to working as a Commercial Property Appraiser 1 was not counted as related.

Determination:

- Based on the information provided on your application materials, an additional two years and seven months commercial valuation experience as indicated on the job announcement bulletin is required to meet the minimum requirements for this position.

If you have additional information detailing experience in commercial valuation that has not already been provided in the application materials submitted, you may provide them to me via email message: [nnelson@milwaukee.gov](mailto:nnelson@milwaukee.gov) before **NOON on Wednesday, December 17, 2025**.

Sincerely,



**Nola M. Nelson** (she/her/hers)

Human Resources Representative

City of Milwaukee, Department of Employee Relations

City Hall, 200 E. Wells St., Room 706, Milwaukee, WI 53202

Office: 414-286-5066 | Email: [nnelson@milwaukee.gov](mailto:nnelson@milwaukee.gov)

**Nelson, Nola**

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**From:** Granger, Angela  
**Sent:** Tuesday, December 16, 2025 8:37 AM  
**To:** Nelson, Nola  
**Subject:** Granger Commercial Experience Proof  
**Attachments:** Granger 2020 Commercial Assignments.jpg; Neighborhood Assignments

Ms. Nelson,

Please see the attached image that is a screenshot of the system in 2020 with property type assignments. To explain, the LUC (land use code) for commercial is 2, so as you can see, I had commercial properties assigned in 2020.

The second attachment is an email from 2019 with the neighborhood assignments. I am on the spreadsheet as GRA, the neighborhood numbers that start with '6' are commercial.

Also, my first commercial board of review hearing was June 10, 2021, first apartment hearing was June 24, 2021.

Please let me know if you have any further questions or need any additional explanation.

*Thank you!*

*Angela Granger  
Commercial Property Appraiser  
City of Milwaukee Assessor's Office  
City Hall, Room 507  
(414) 286-3168  
(414) 750-1482 Mobile  
Monday- Friday 8:00am - 4:30pm  
[angrang@milwaukee.gov](mailto:angrang@milwaukee.gov)  
<http://city.milwaukee.gov/assessor>*



5.5.3 : Database Version: 5.5.3 - Welcome AD\angrang

Navigate Tools Settings New Construction Mobile

Street: N WASAUKEE RD City: Milwaukee Owner: WASTE MANAGEMENT OF... User Acct: 0009999000

#: 9601 Show: All All Primary Bldg: 1 - 1 Of 1

Location Owner Mac

Second Status Print Session Edit The Year Only Calc Delete Filter

\$1,250,700 In Proc Assds: 1,250,700 LUC: 2 - Local... Market Area: M02 - M02 Appraisal Area: GRA - A... Bldg: C400 - ... Total SF: 26,470

Count Detail Document Links Prev Values Permits Buildings Appeals Notes Valuations Images Inc Approach Activity Inc Actual Land LookupGrid X

Property ID	Year	Account Status	Parcel ID	Appraiser	LUC	Own Seq	Own Rec	Owner	Loc Start #	Loc Start Alpha	Street Name	Apt/Unit #	City	Neighborhood	Plat Page	Use Type	Building Type	Assessment Status	Exemption
98420	2020	Open	0009999000	GRA	2	1	1	WASTE MANAGEMENT OF WESCON	9601		N WASAUKE...		Milwaukee	00001	6202	760 - wareh...	C400 - War...		
98423	2020	Open	0010021000	GRA	2	1	1	1 LPT PROPERTIES LLC	9300		N 124TH ST		Milwaukee	00103	6202	750 - Servic...	C400 - War...		
98427	2020	Open	0019988000	GRA	2	1	1	1 WASTE MANAGEMENT OF WI INC	9250		N 124TH ST		Milwaukee	00102	6202				
98427	2020	Open	0019988000	GRA	2	1	2	2 OMEGA HILLS LANDFILL	9250		N 124TH ST		Milwaukee	00102	6202				
98427	2020	Open	0019988000	GRA	2	1	3	3 ATTN:CONTROLLER	9250		N 124TH ST		Milwaukee	00102	6202				
98431	2020	Open	0019992100	GRA	2	1	1	1 SHORELINE SUPPORT CORP	9200		N 124TH ST		Milwaukee	00103	6202				
98436	2020	Open	0019998100	GRA	2	1	1	1 R V REAL ES ATTN:CONTROLLER	11627		W COUNTY L...		Milwaukee	00101	6202				
98438	2020	Open	0019999100	GRA	2	1	1	1 STEVEN J PATRICK	11529		W COUNTY L...		Milwaukee	00101	6202	780 - UNF (...	C400 - War...		
98452	2020	Open	0030001100	GRA	2	1	1	1 HORNE PUTTERMAN, LLC	9530		N 107TH ST	00	Milwaukee	00301	6202	760 - wareh...	C400 - War...		
98453	2020	Open	0030023110	GRA	2	1	1	1 GRANDVIEW PARK PARTNERS LLC	10545		W DONGES CT		Milwaukee	00301	6202	800 - Light...	C400 - War...		
98454	2020	Open	0030031100	GRA	2	1	1	1 CHAD LATVAAHO	9520		N 107TH ST		Milwaukee	00301	6202	530 - Auto...	C400 - Auto...		
98455	2020	Open	0030032000	GRA	2	1	1	1 ONE SOURCE PROPERTIES LLC	10560		W DONGES CT		Milwaukee	00301	6202	750 - Servic...	C400 - Auto...		
98457	2020	Open	0030071000	GRA	2	1	1	1 KMR INVESTMENT COMPANY	10554		W DONGES CT		Milwaukee	00301	6202	753 - Pole B...	C406 - Pole...		
98458	2020	Open	0030072000	GRA	2	1	1	1 KMR INVESTMENTS	10542		W DONGES CT		Milwaukee	00301	6202	750 - Servic...	C406 - Pole...		
98459	2020	Open	0030091000	GRA	2	1	1	1 9220 NORTH GRANVILLE LLC	9220		N 107TH ST		Milwaukee	00303	6202	620 - Office...	C300 - Offic...		
98462	2020	Open	0030142000	GRA	2	1	1	1 G3 INVESTMENTS LLC	9350		N 107TH ST		Milwaukee	00301	6202	750 - Servic...	C407 - Serv...		
98464	2020	Open	0030152000	GRA	2	1	1	1 ACG PROPERTIES LLC	9306		N 107TH ST		Milwaukee	00303	6202	620 - Office...	C300 - Offic...		
98466	2020	Open	0030162000	GRA	2	1	1	1 ROBERT C LINK	9340		N 107TH ST		Milwaukee	00303	6202	760 - wareh...	C400 - War...		
98466	2020	Open	0030162000	GRA	2	1	2	2 THOMAS G SPLINTER	9340		N 107TH ST		Milwaukee	00303	6202	760 - wareh...	C400 - War...		
98466	2020	Open	0030162000	GRA	2	1	3	3 HARVEY BRODIL	9340		N 107TH ST		Milwaukee	00303	6202	760 - wareh...	C400 - War...		
98467	2020	Open	0030171000	GRA	2	1	1	1 MILWAUKEE INVESTMENTS LLC	9400		N 107TH ST		Milwaukee	00301	6202	620 - Office...	C300 - Offic...		
98469	2020	Open	0030183000	GRA	2	1	1	1 NITE STOP PARKING LLC	10512		W GLENBRO...		Milwaukee	00301	6202	760 - wareh...	C400 - War...		
98469	2020	Open	0030183000	GRA	2	1	2	2 G/O RICHARD & CHRISTINE KRES	10512		W GLENBRO...		Milwaukee	00301	6202	760 - wareh...	C400 - War...		
98470	2020	Open	0030201000	GRA	2	1	1	1 KAK ENTERPRISES LLC	10525		W DONGES CT		Milwaukee	00301	6202	550 - Tire D...	C420 - Tire...		
98471	2020	Open	0030202000	GRA	2	1	1	1 HEITMAN DEVELOPMENT INC	10535		W DONGES CT		Milwaukee	00301	6202				
98677	2020	Open	0069999127	GRA	2	1	1	1 ALEXIAN VILLAGE OF MILW INC	8209		W GLENBRO...		Milwaukee	00607	6202				
98808	2020	Open	0310103200	GRA	2	1	1	1 RIDGEVIEW LAND LLC	8900		N 76TH ST		Milwaukee	03106	6202				
98977	2020	Open	0310431000	GRA	2	1	1	1 KULBIR SRA	6800		W BROWN D...		Milwaukee	03121	6202	441 - Retail...	C130 - Strip...		

**Nelson, Nola**

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**From:** Redmon, Kirk  
**Sent:** Wednesday, December 18, 2019 4:30 PM  
**To:** [REDACTED]  
**Subject:** Neighborhood Assignments  
**Attachments:** Copy of REDMON TEAM (DEC 2019).xlsx

Attached is the spreadsheet with the updated neighborhood assignments for our team. Please see me if you have any questions.

Thanks,

Kirk

TEAM: REDMON

			GRANGER (GRA)
DATA CLEAN UP	5377	4500	1340
	5403	4510	1620
	5750	4540	2800
	5803	4560	2810
	5811	4580	2820
	5871	4600	2880
	5906	4610	2890
	5961	4910	2900
	5962		2930
	5973	5275	3000
	5975	5294	3040
	5980	5308	3320
	5991	5310	3330
		5313	
	6236	5323	5379
	6238	5324	5380
	6260	5327	5381
	6262	5328	5385
		5329	5389
WAREHOUSES	5330		5390
	6420	5340	5395
		5350	5397
CAR DEALERS	5355		5850
	6421	5360	5855
		5713	5920
Medical Clinics	5887		
	6441	6202	
		6279	6206
		6282	6214
		6730	6650
		6780	6661
			6673
	PP	PP	

TEAM: REDMON

			cont'd
1150	6250	0360	5932
1160		0380	5951
1380	OIL TERMINALS	0520	5993
1440	6411 (C405)	0560	5995
1500		0600	5996
2840	6672	0660	5997
2850	6740	0700	5999
2860	6741	0900	
2870	6801	0960	6208
2940	6870	0980	6216
	6876	1200	6240
5065	6877	1220	
5100	6878		POST OFFICES
5101	6879	5083	6450
5103	6880	5135	
5105	6881	5239	6610
5110	6901	5250	6620
5111	6976	5375	6641
5112	6977	5400	6690
5113	6978	5401	6691
5120	6979	5405	
5121	6980	5460	6871
5122	6981	5717	
5124		5718	PP
5125	CAR WASHES	5828	
5130	6418	5830	
5131		5831	
PP	TRUCK TERMINALS	5832	
	6422	5880	
		5892	
	SCATTERED SITES	5899	
	APT CONVERSION	5905	
		5926	

	cont'd	
1680	MUFFLER SHOPS	0040
1820	6413	0050
1830		0240
1840	QUICK OIL	0440
1850	6413	0480
2380		0780
2600	TIRE CENTERS	0800
2610	6413	0820
2660		1020
	6611	1040
5140	6674	1400
5150	6867	
5160	6869	5010
5161	6875	5020
5170	6967	5030
5180	6969	5048
5190	6970	5049
5191	6971	5050
5200	6975	5056
5202		5060
5388		5068
5960		5069
5970		5070
5985		5073
5986		5078
		5079
6210		5080
6212		5081
6230		5082
6242		5090
6244		5091
		5093
		PP

**Nelson, Nola**

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**From:** Nelson, Nola  
**Sent:** Friday, December 26, 2025 3:50 PM  
**To:** 'Angela Granger'  
**Cc:** Moore, Elizabeth  
**Subject:** RE: Response ~ Additional Materials ~ Rejection of Application ~ Assessment Appeals Director-Assessor's Office

Hello Ms. Granger,  
Thank you for confirming that you wish to proceed with the rejection of application appeal before the Board of City Service Commissioners. The matter is tentatively scheduled to be heard at its next meeting on Tuesday, January 13<sup>th</sup>. Ms. Moore is Cc'd on this email. She will provide you with meeting notifications and information on the next steps.  
Respectfully,  
Nola



**Nola M. Nelson** (she/her/hers)  
Human Resources Representative  
City of Milwaukee, Department of Employee Relations  
City Hall, 200 E. Wells St., Room 706, Milwaukee, WI 53202  
Office: 414-286-5066 | Email: [nnelson@milwaukee.gov](mailto:nnelson@milwaukee.gov)

**From:** Angela Granger <[nnelson@milwaukee.gov](mailto:nnelson@milwaukee.gov)>  
**Sent:** Monday, December 22, 2025 2:19 PM  
**To:** Nelson, Nola <[nnelson@milwaukee.gov](mailto:nnelson@milwaukee.gov)>  
**Subject:** Re: Response ~ Additional Materials ~ Rejection of Application ~ Assessment Appeals Director-Assessor's Office

This is obviously continued discrimination against me. I will definitely be proceeding and will be filing other complaints.

Angela Granger

On Mon, Dec 22, 2025, 2:06 PM Nelson, Nola <[nnelson@milwaukee.gov](mailto:nnelson@milwaukee.gov)> wrote:

Hello Ms. Granger,

Thank you for providing additional materials, in your December 16<sup>th</sup> email message, for consideration toward meeting the posted minimum requirements for the Assessment Appeals Director title in the Assessor's Office; specifically the requirement of: *Five years of commercial valuation experience, including significant experience defending property values, writing commercial narrative appraisals, and managing projects.*

The additional materials have been considered and unfortunately the determination remains the same; the work identified is not considered equivalent toward meeting the posted minimum requirements.

If you wish to continue with the Rejection of Application Appeal before the Board of City Service Commissioners, please contact Ms. Moore ([elmoor@milwaukee.gov](mailto:elmoor@milwaukee.gov)) to arrange the next steps.

Respectfully,

Nola



**Nola M. Nelson** (she/her/hers)

Human Resources Representative

City of Milwaukee, Department of Employee Relations

City Hall, 200 E. Wells St., Room 706, Milwaukee, WI 53202

Office: 414-286-5066 | Email: [nnelson@milwaukee.gov](mailto:nnelson@milwaukee.gov)

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