



ASSESSOR'S OFFICE

June 3, 2021

Steven A. Miner
Assessment Commissioner

Peter A. Bronek
Chief Assessor

Civil Service Commission
City Hall, Room 706
200 E Wells ST
Milwaukee WI 53202

RE: Request extension of Temporary Appointment for a 180 days.

To whom it may concern,

The Assessor's office would like to request an extension of Temporary Appointment for a 180 days for Allan Land, Senior Property Appraiser 1, salary range 2HN and \$30.399875 (non-resident) or \$31.311875 (city resident) an hour. The extension will begin on July 11, 2021 and end on January 8, 2022.

Our request allows for the Assessor's Office to have Mr. Land assist us in processing property file maintenance changes resulting from reviews of sold properties. Job duties include using a designated computer at city hall for doing research on sales, review of permits, review of fire damaged properties and resulting value changes, adding photos of all properties reviewed.

Due to the overwhelming workload, we are in need of more staff to overcome the extreme volume. We believe Mr. Land can handle data entry and therefore help our regular staff focus on processing the objections quickly. Mr. Land is trained and familiar with the work at hand.

Sincerely,

Steven A. Miner
Assessment Commissioner



Department of Employee Relations
200 E. Wells Street, Room 706
Milwaukee, WI 53202-3554



R. 09.04.14

NOTICE OF TEMPORARY APPOINTMENT

Rule IX, Section 2 of the Civil Service Rules allows a department to appoint a person to a position on a temporary basis. A temporary appointment may be appropriate when services are for a limited period, or during the leave of absence of an employee who plans to return to the service of the city. Therefore a temporary appointment is limited to a period of 90 days, unless an extension is authorized by the City Service Commission.

When making an employment offer for a temporary appointment, the appointing officer must submit this completed form to DER no later than the close of the pay period in which the temporary appointment has been made. All temporary appointees must meet the minimum requirements established for the position to which the individual is appointed. If there is a question as to whether the individual selected for temporary appointment meets the minimum requirements, please contact DER prior to making the temporary appointment.

DEPT/DIVISION Assessor		DATE 06.03.2021	
NOTICE OF TEMPORARY APPOINTMENT FOR			
AUTHORIZED POSITION TITLE Senior Property Appraiser 1		PAY RANGE 2DN	F&P COMMITTEE APPROVAL DATE (Enter 'N/A' if F&P approval not required)
WILL THIS POSITION BE UNDERFILLED <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes		IF YES - UNDERFILL TITLE PAY RANGE \$30.399875	
REASON FOR TEMPORARY APPOINTMENT <input type="checkbox"/> During Leave of Absence of an employee who is expected to return <input checked="" type="checkbox"/> To perform services of a temporary nature and for a limited period		EFFECTIVE DATE 07.11.2021	ANTICIPATED EXPIRATION DATE 01.08.2022
PLEASE DESCRIBE THE MINIMUM QUALIFICATIONS FOR THE TITLE AT WHICH THIS POSITION WILL BE FILLED AND ATTACH A COPY OF THE CURRENT JOB DESCRIPTION			
TRAINING AND EDUCATION:		WORK EXPERIENCE:	
		OTHER REQUIREMENTS (i.e. DEMONSTRATED COMPETENCIES, LICENSES, CERTIFICATIONS, ETC.):	
PLEASE PROVIDE INFORMATION ABOUT THE INDIVIDUAL WHO HAS BEEN SELECTED FOR THIS TEMPORARY APPOINTMENT AND ATTACH A COPY OF THE RESUME/APPLICATION			
LAST NAME Land	FIRST NAME Allan	INITIAL G	RACE White
GENDER Male	T.A. RATE OF PAY \$30.399875		
IS THIS INDIVIDUAL A CURRENT CITY OF MILWAUKEE EMPLOYEE? <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes	IF YES, PROVIDE: CURRENT DEPARTMENT/DIVISION	POSITION TITLE	CURRENT RATE OF PAY
			ID NUMBER
WHY AND HOW WAS THIS INDIVIDUAL SELECTED FOR THE TEMPORARY APPOINTMENT? <input type="checkbox"/> From an existing eligible list – provide position title Allan knows others who are doing the sale reviews and expressed an interest in joining the team.		<input checked="" type="checkbox"/> If not from an existing eligible list – please provide a detailed explanation Request for recruitment in the past resulted in minimal response. One team member left employment and Allan will be taking his place.	
IF THE INDIVIDUAL WAS NOT SELECTED FROM AN ELIGIBLE LIST FOR THIS POSITION, PROVIDE INFORMATION TO SHOW HOW THE INDIVIDUAL SELECTED FOR THE TEMPORARY APPOINTMENT MEETS THE MINIMUM REQUIREMENTS FOR THE POSITION AS DESCRIBED ABOVE?			
TRAINING AND EDUCATION: Assessor for decades		WORK EXPERIENCE: Assessor's Office in other jurisdictions, Department of Revenue, realtor license.	
		OTHER REQUIREMENTS (i.e. DEMONSTRATED COMPETENCIES, LICENSES, CERTIFICATIONS, ETC.): Assessor 2 Certification	
IS THE INDIVIDUAL BEING GIVEN THIS TEMPORARY APPOINTMENT RELATED BY BLOOD OR MARRIAGE TO THE APPOINTING OFFICER, ANY MEMBER OF THE APPOINTING BOARD OR BODY, DIRECT SUPERVISOR, OR TO ANY ELECTIVE OF APPOINTEE CITY OFFICIAL? (Refer to CSC Rule VIII, Section 10 regarding nepotism.) <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes – Explain Relationship			
THIS TEMPORARY APPOINTMENT IS MADE IN ACCORDANCE WITH RULE IX, SECTION 2 OF THE CITY SERVICE COMMISSION AND IS LIMITED TO A PERIOD OF 90 DAYS UNLESS AN EXTENSION IS APPROVED BY THE COMMISSION.			
REPORTING OFFICER Emme Maldonado	SIGNATURE 	TITLE Admin Services Sup	DATE 06/03/2021
APPROVING OFFICER Steven Miner	SIGNATURE 	TITLE Assessment Commissioner	DATE 06/03/2021
THIS SECTION FOR DER REVIEW			
DER REVIEW COMPLETED BY:	SIGNATURE	TITLE	DATE

TEMPORARY APPOINTEE STATEMENT OF UNDERSTANDING

Rule IX, Section 2 of the Civil Service Rules allows a hiring authority to appoint a person to a position on a temporary basis. A temporary appointment may be appropriate when services are for a limited period, or during the leave of absence of an employee who plans to return to the service of the city. Therefore a temporary appointment is limited to a period of 90 days, unless an extension is authorized by the City Service Commission.

SECTION I. TO BE COMPLETED BY HIRING AUTHORITY – PLEASE TYPE OR PRINT LEGIBLY

APPLICANT NAME (<i>last, first, middle</i>)		DATE
Land, Allan G.		6/03/2021
POSITION TITLE	PAY RANGE	RATE OF PAY
Senior Property Appraiser 1	2HN	\$30.399875

SECTION II. TEMPORARY APPOINTEE STATEMENT OF UNDERSTANDING

I understand that if I am appointed to the position described above on a temporary basis, that I must meet the requirements for the position. I further understand that this temporary appointment may expire at any time and is limited to a period of 90 days, unless an extension at the request of the hiring authority is approved by the City of Milwaukee Civil Service Commission.

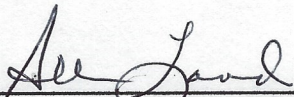
I understand that as a temporary appointee I am ineligible for paid holidays, sick leave, vacation or other benefits while serving on this temporary appointment, and that this temporary appointment shall not confer upon me any privilege of regular appointment. (Note: A current City of Milwaukee employee who accepts a temporary appointment to a different position retains his/her current benefits and civil service status).

I understand that if I wish to be considered for regular employment I must compete in a Civil Service examination for the position, and must pass the examination with a grade which shall place me among the top five scores on the eligible list in order to be eligible to interview for regular appointment to the position.

I understand that acceptance of a temporary appointment will not affect my rights to certification for permanent appointment to any position for which I am currently on an eligible list for.

In accordance with Civil Service Rule VIII, Section 10, concerning nepotism, I hereby certify that I am not related, either by blood or through marriage, to the appointing officer or to any member of the appointive board or body or to any direct superior or to any elective or appointive City official. (This includes relative of both whole and half blood, and extends to persons as closely related as first cousins when the relationship is by blood, or more closely related than first cousins when the relationship is through marriage, and includes the cases of husbands of sisters-in-law and wives of brothers-in-law).

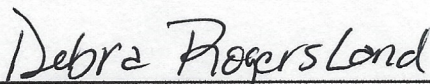
A Rule IX, Section 2, temporary appointee who is on an eligible list may be considered for future regular appointment when the appointee ranks among the certifiable highest eligible on the list, or compete in a future examination.



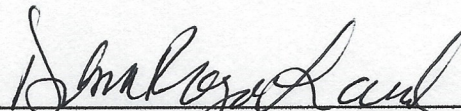
Temporary Appointment Applicant Signature

6/3/21

Date Signed



Witness Name (Print)



Witness Signature



JOB DESCRIPTION

Job Title:	Senior Property Appraiser 1	Department:	Assessor
Division:	Appraisal	Section:	
Pay Range:	2HN	Job Code:	0366DC
Position Number:		EEO Code:	

BASIC FUNCTION

DESCRIPTION OF JOB

% of time	Essential Functions
10	Analyze and list all properties within the City of Milwaukee
10	Estimate equitable market values for the production of an annual assessment roll.
10	Appraise real and personal property for assessment purposes using the cost, market and income approaches.
10	Review estimated market values provided by the Assessor'
10	Inspect property (residences and buildings), new construction and major improvements to existing structure to establish value. Prepare documentation of completed inspections.
5	Analyze trends and sale prices, construction costs and rents in order to assess property values and determine accuracy of assessments
5	Explain assessed values to property owners, leasing agents, managers and legal representatives.
10	Perform assessment reviews and investigate assessment appeals. Make recommendations to the Board of Assessors. Present testimony before the Board and Review and Circuit Court.
10	Classify property by its use, according to the Assessor's Office standards.
10	Gather information about property by communicating with buyers and sellers, fielding sales, conducting rental surveys, examining leases, noting building occupancy and obtaining other economic information necessary to estimate market values of a real property.
5	Provide prompt, courteous and customer focused service, information and assistance to departmental employees, the public, other city departments and other agencies; handle inquiries from property owners person, over the phone and by e-mail.
5	Maintain all office forms, reports and records.

% of time	Peripheral Duties

TITLE OF IMMEDIATE SUPERVISOR: Assessment Division Manager

SUPERVISION EXERCISED

# Supervised:	Job Title:	Directly / Indirectly:
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MINIMUM REQUIREMENTS

Education and Experience:

- At least four years of appraisal experience, with at least two years of which being in an assessor's office role OR an active Certified General Appraiser license and WI State Assessor Certification at Assessor 2 or higher.
- IAAO course 300 Fundamentals of Mass Appraisal or WCTC Introduction to Mass Appraisal
- IAAO Forum 917 How to Critique an Appraisal or Appraisal Review or McKissock 15 hour Commercial Appraisal Review.
- Completion of a 30 hour Appraiser Qualification Board approved Commercial Narrative Report writing course (AKA General Report Writing and Case Studies), or equivalent. Two on-line sources for the course are the Appraisal Institute or McKissock.
- Demonstrate knowledge of appraisal application to commercial leases or take IAAO Forum 931 Reading and Understanding Leases
- Obtain the Marshall & Swift Certificate of Completion by passing the online "Cost Approach to Commercial Appraisal" course.

Knowledge, Skills, Abilities, and Personal Characteristics:

- Complete, or assist in completion of a MER or 4-19 apartment Board of Review case. This includes the completion of written report and presentation. If no case available, mock BOR will fulfill requirement.
- Receive and value properties in a commercial neighborhood for one (1) assessment cycle.
- Collect data, update income tables, review GIM data, complete Ratio Study and apply values to a local commercial neighborhood and provide copies of material to supervisor for review.
- Be able to read and comprehend complex commercial constructions plans.
- Mentor and train new appraisers as needed.

Certifications, Licenses, Registrations:

Certification by the State of Wisconsin at the Assessor II level under the State Assessor's Certification Program.
Possession of a valid Wisconsin Motor Vehicle Operator's License and availability of an insured vehicle for use on the job.

The Americans with Disabilities Act (ADA) of 1990, as amended by the Americans with Disabilities Act Amendments Act (ADAAA) of 2008 requires job descriptions to provide detailed information regarding the physical demands required to perform the essential functions of a job; the conditions under which the job is performed; and the tools and equipment the employee will be required to use on the job. Reasonable accommodations may be made to enable qualified individuals to perform the essential duties and responsibilities of the job for each of the categories listed below.

PHYSICAL ACTIVITY OF THE POSITION *Check all that apply.*

<input type="checkbox"/>	Climbing: Ascending or descending ladders, stairs, scaffolding, ramps, poles, and the like; using feet and legs and/or hands and arms. Body agility is emphasized. <i>* Check only if the amount and kind of climbing required exceeds that required for ordinary locomotion.</i>
<input type="checkbox"/>	Balancing: Maintaining body equilibrium to prevent falling when walking, standing or crouching on narrow, slippery or erratically moving surfaces. <i>* Check only if the amount and kind of balancing exceeds that needed for ordinary locomotion and maintenance of body equilibrium.</i>
<input type="checkbox"/>	Stooping: Bending body downward and forward by bending spine at the waist. <i>* Check only if it occurs to a considerable degree and requires full use of the lower extremities and back muscles.</i>
<input type="checkbox"/>	Kneeling: Bending legs at knee to come to a rest on knee or knees.
<input type="checkbox"/>	Crouching: Bending the body downward and forward by bending leg and spine.
<input type="checkbox"/>	Crawling: Moving about on hands and knees or hands and feet.
<input type="checkbox"/>	Reaching: Extending hand(s) and arm(s) in any direction.
<input checked="" type="checkbox"/>	Standing: Particularly for sustained periods of time.
<input checked="" type="checkbox"/>	Walking: Moving about on foot to accomplish tasks, particularly for long distances.
<input type="checkbox"/>	Pushing: Using upper extremities to exert force in order to draw, press against something with steady force in order to thrust forward, downward or outward.
<input type="checkbox"/>	Pulling: Using upper extremities to exert force in order to draw, drag, haul or tug objects in a sustained motion.
<input type="checkbox"/>	Lifting: Raising objects from a lower to a higher position or moving objects horizontally from position-to-position. Check only if it occurs to a considerable degree and requires substantial use of the upper extremities and back muscles.
<input checked="" type="checkbox"/>	Fingering: Picking, pinching, typing or otherwise working primarily with fingers rather than with the whole hand or arm, as in handling.
<input type="checkbox"/>	Grasping: Applying pressure to an object with fingers and palm.
<input type="checkbox"/>	Feeling: Perceiving attributes of objects such as size, shape, temperature or texture by touching with the skin, particularly that of the fingertips.
<input checked="" type="checkbox"/>	Talking: Expressing or exchanging ideas by means of the spoken word. Those activities which demand detailed or important instructions spoken to other workers accurately, loudly or quickly.
<input checked="" type="checkbox"/>	Hearing: Perceiving the nature of sounds with no less than a 40 dB loss. Ability to receive oral communication and make fine discriminations in sound.
<input type="checkbox"/>	Repetitive Motions: Substantial movements (motions) of the wrist, hands, and/or fingers.
<input checked="" type="checkbox"/>	Driving: Minimum standards required by State Law (including license).

PHYSICAL REQUIREMENTS OF THE POSITION *Check one.*

<input checked="" type="checkbox"/>	Sedentary Work: Exerting up to 10 pounds of force occasionally and/or negligible amount of force frequently or constantly to lift, carry, push, pull or otherwise move objects. Sedentary work involves sitting most of the time. Jobs are sedentary if walking and standing are required only occasionally and
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	all other sedentary criteria are met.
<input type="checkbox"/>	Light Work: Exerting up to 10 pounds of force occasionally and/or negligible amount of force constantly to move objects. If the use of arm and/or leg controls requires exertion of forces greater than that for sedentary work and the worker sits most of the time, the job is rated for Light Work.
<input type="checkbox"/>	Medium Work: Exerting up to 50 pounds of force occasionally and/or up to 20 pounds of force frequently, and/or up to 10 pounds of force constantly to move objects.
<input type="checkbox"/>	Heavy Work: Exerting up to 100 pounds of force occasionally, and/or up to 50 pounds of force frequently, and/or up to 20 pounds of force constantly to move objects.
<input type="checkbox"/>	Very Heavy Work: Exerting in excess of 100 pounds of force occasionally, and/or in excess of 50 pounds of force frequently, and/or in excess of 20 pounds of force constantly to move objects.

VISUAL ACUITY REQUIREMENTS *Check all that apply.*

<input checked="" type="checkbox"/>	Operators (Electronic Equipment), Inspection, Close Assembly, Clerical, Administrative: This is a minimum standard for use with those whose job requires work done at close visual range (<i>i.e. preparing and analyzing data and figures, accounting, transcription, computer terminal, extensive reading, visual inspection involving small parts, operation of machines, using measurement devices, assembly or fabrication of parts</i>).
<input type="checkbox"/>	Machine Operators, Mechanics, and Skilled Tradespeople: This is a minimum standard for use with those whose work deals with machines where the seeing job is at or within arm's reach. This also includes mechanics and skilled tradespeople and those who do work of a non-repetitive nature such as carpenters, technicians, service people, plumbers, painters, mechanics, etc. (If the machine operator also inspects, check the "Operators" box.)
<input type="checkbox"/>	Mobile Equipment Operators: This is a minimum standard for use with those who operate cars, trucks, forklifts, cranes, and high lift equipment.
<input type="checkbox"/>	Other: This is a minimum standard based on the criteria of accuracy and neatness of work for janitors, sweepers, etc.

THE CONDITIONS THE WORKER WILL BE SUBJECT TO IN THIS POSITION *Check all that apply.*

Approximate Percentage of time performing field work: 40%

<input type="checkbox"/>	None: The worker is not substantially exposed to adverse environmental conditions (<i>i.e. office work</i>).
<input checked="" type="checkbox"/>	The worker is subject to inside environmental conditions: Protection from weather conditions but not necessarily from temperature changes (<i>i.e. warehouses, covered loading docks, garages, etc.</i>)
<input checked="" type="checkbox"/>	The worker is subject to outside environmental conditions: No effective protection from weather.
<input type="checkbox"/>	The worker is subject to extreme cold: Temperatures below 32° for period of more than one hour.
<input type="checkbox"/>	The worker is subject to extreme heat: Temperatures above 100° for periods of more than an hour.
<input type="checkbox"/>	The worker is subject to noise: There is sufficient noise to cause the worker to shout in order to be heard above the surrounding noise level.

<input type="checkbox"/>	The worker is subject to vibration: Exposure to oscillating movements of the extremities or whole body.
<input type="checkbox"/>	The worker is subject to hazards: Includes a variety of physical conditions, such as proximity to moving mechanical parts, electrical current, working on scaffolding and high places or exposure to chemicals.
<input type="checkbox"/>	The worker is subject to atmospheric conditions: One or more of the following conditions that affect the respiratory system or the skin: Fumes, odors, dust, mists, gases or poor ventilation.
<input type="checkbox"/>	The worker is subject to oil: There is air and/or skin exposure to oils and other cutting fluids.
<input type="checkbox"/>	The worker is required to wear a respirator.

MACHINE, TOOLS, EQUIPMENT, ELECTRONIC DEVICES, SOFTWARE, ETC. USED *Check all that apply.*

<input checked="" type="checkbox"/>	Camera and photographic equipment	<input checked="" type="checkbox"/>	Office Equipment (desk, chair, telephone, etc.)
<input type="checkbox"/>	Cleaning supplies	<input checked="" type="checkbox"/>	Office supplies (pens, staplers, pencils, etc.)
<input type="checkbox"/>	Commercial vehicle	<input type="checkbox"/>	Packing materials (boxes, shrink wrap, etc.)
<input type="checkbox"/>	Data processing equipment	<input checked="" type="checkbox"/>	PC equipment (monitor, keyboard, printer, etc.)
<input type="checkbox"/>	Handcart	<input checked="" type="checkbox"/>	PC software
<input type="checkbox"/>	Hand tools <i>(please list)</i> :		
<input checked="" type="checkbox"/>	Office Machines <i>(check all that apply)</i> : <input checked="" type="checkbox"/> Copier <input checked="" type="checkbox"/> Facsimile <input checked="" type="checkbox"/> Calculator <input type="checkbox"/> Cash register		
<input type="checkbox"/>	Other (please list):		

Prepared By:		Date:	06/23/2020
Approved By:		Date:	06/23/2020

ALLAN G. LAND

PROFESSIONAL EXPERIENCE

ASSESSOR- City of Brookfield 1/2015 to present; Village of Elm Grove from 2016 to present

DEPUTY ASSESSOR- City of Brookfield 11/2012 to 12/2015

SUPERVISOR OF EQUALIZATION-State of Wisconsin Department of Revenue- 10/2007 to 11/2012

Milwaukee District Supervisor of appraisal staff. Manage the operations of municipal assessors in nine counties. Working with state legislators, municipal officials and assessors to ensure equitable assessments; training local Boards of Review on proper review of assessment appeals. Duties also include managing Wisconsin lottery staff in Milwaukee office which processed over 2/3 of all lottery winnings in the state

OWNER-Market Valuations, LLC 4/2004 to 10/2007

Self employed contract ad valorem Assessor; commercial valuation trainer; valued commercial properties for various assessment offices & trained staff on commercial valuation

ASSESSOR-City of West Allis 4/1999 – 4/2004

ASSESSOR -City of Milwaukee Office 1987 - 1999

Commercial Appraiser 1989–1999 Served on the Commercial Training Team; Chairperson of Environmental Standards Team- Valuing contaminated properties; Public Relations Committee

PROPERTY MANAGER-Bartlein & Company 1986 - 1987

HOUSING SPECIALIST-City of Milwaukee 1984 – 1986

REAL ESTATE BROKER/SALES ASSOCIATE- 1983-1984

EDUCATION

University of Wisconsin-La Crosse BS Degree

University of Wisconsin-Whitewater (Waukesha)

Pre-MBA Courses 15 Credits

PAST & PRESENT PROFESSIONAL MEMBERSHIPS, AWARDS AND INVOLVEMENT'S

Real Estate Curriculum Committee- Waukesha County Technical College (WCTC)

Appraisal Institute-Affiliate Member; Certified Tax Assessor II- State of Wisconsin

Realtor/Real Estate Broker- State of Wisconsin

Wisconsin Association of Assessing Officers (WAAO) President 2019 -2020. Other Positions held: Vice President, Director, Executive Board, Legislative- provide testimony in Madison regarding pending legislation, Real Estate Standards Chairperson- annual updates to the Wisconsin Property Assessment Manual (WPAM), Commercial Sales & Exemption Committees

Awards-

Wisconsin Association of Assessing Officers (WAAO)- 1993 Research & Development, 2003 Chairperson of the year; 2017 Most Valuable Member

International Association of Assessing Officers-(IAAO)- 1994 Research & Development Award (Chairperson)

Waukesha County Technical College (WCTC)

- Real Estate Curriculum committee 2017 to current
- Real Estate Property Management Ad Hoc Advisory Committee 2014 to current

Taught Several Assessor Commercial Appraisal Courses for the League of Wisconsin Municipalities, WAAO and Wisconsin Department of Revenue

- Valuing Contaminated Properties, Income Approach, Apartment Valuation, Commercial Revaluations

Published Articles in WI Assessment Publications:

Provide guidance as a member of (IAAO) on valuing commercial properties

- Commercial Master Leases and how they should be valued
- Valuation of commercial cellular towers