



Office of Human Resources  
Assessment Hearing Officer - CL2398  
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### General Statement of Duties

Conducts hearings, evaluates evidence, and issues recommendations regarding matters brought by citizens who are contesting property assessments on behalf of the County Board of Equalization.

### Distinguishing Characteristics

The Assessment Hearings Officer conducts hearings, evaluates evidence, and issues binding decisions about matters brought by agency employees or by individuals contesting charges or policy for municipal services for the County Board of Equalization. This class is distinguished from the Hearing Officer, which conducts hearings, evaluates evidence, and issues binding decisions that contest matters, charges, or policy for municipal services brought by agency employees or by individuals.

### Level of Supervision Exercised

By position, performs lead work.

### Essential Duties

Presides over the full range of administrative hearings to settle property valuation and/or classification disputes.

Evaluates relevance and importance of statutes to settle disputes when delivering decisions and orders.

Hears and evaluates testimony to determine case facts, maintains order and decorum, disposes of objections expressed, permits questioning and cross-examination of witnesses, and ensures due process.

Meets with municipal officials, appellants or their representatives to explain rights and obligations and discusses hearings rules and procedures.

Writes timely recommendations which are presented to the County Board of Equalization (Decisions are binding in Arbitration cases).

By position, submits findings and recommended decisions to an appointing authority or Board.

Performs other duties as assigned.

Any one position may not include all of the duties listed. However, the allocation of positions will be determined by the amount of time spent in performing the essential duties listed above.

Presides over the full range of administrative hearings to settle property valuation and/or classification disputes.

### Competencies

**Reading** - Reads complex materials that convey scientific, technical, or legal information. Reads highly complicated charts, tables, graphs, or diagrams. Applies information to complete complex tasks

**Writing** - Composes documents or correspondence involving complex or technical information, and adapts writing to the audience's level of knowledge. Proofreads or edits complex or technical writing of others.

**Critical Thinking** — Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.

Decision Making - Identifies and evaluates alternatives, and makes sound and timely decisions, even in uncertain situations. Decisions involve complex issues, and impact the work and outcomes of an organization. Makes most decisions with little or no supervisory review

Oral Communication - Communicates, explains, or defends complex ideas or information clearly and adapts to the audience's level of knowledge. Thoughts are extremely well organized. Actively listens to others and clarifies communications.

Interpersonal Skills - Establishes and maintains ongoing working relationships with management, other employees, internal or external stakeholders, or customers. Remains courteous when discussing information or eliciting highly sensitive or controversial information from people who are reluctant to give it. Effectively handles situations involving a high degree of tension or discomfort involving people who are demonstrating a high degree of hostility or distress.

### **Knowledge & Skills**

Skill in applying general law and evaluating facts and evidence in relation to individual cases.

Skill in independently adapting, interpreting and applying written guidelines, precedents and standardized work practices to a variety of unprecedented or problematic situations.

Knowledge of court procedures and rules of evidence sufficient to be able to provide due process in administrative hearings and render decisions.

### **Education Requirement**

Bachelor's Degree.

### **Experience Requirement**

Three (3) years of experience as a real estate appraiser.

### **Education & Experience Equivalency**

One (1) year of the appropriate type and level of experience may be substituted for each required year of post-high school education.

Additional appropriate education may be substituted for the minimum experience requirements.

### **Licensure & Certification**

Certification as a Certified Residential or Certified General Appraiser by the Board of Real Estate Appraisers as identified by the opening.

Certification by another state will be accepted in lieu of this requirement, provided the applicant is certified by the State of Colorado by the completion of the probationary period.

Licenses and certifications must be kept current as a condition of employment.

### **Working Environment**

Subject to many interruptions.

### **Level of Physical Demand**

1-Sedentary (0-10 lbs.)

**Physical Demands**

(Physical Demands are a general guide and specific positions will vary based on working conditions, locations, and agency/department needs.):

Sitting: remaining in the normal seated position.

Talking: expressing or exchanging ideas by means of spoken words. Hearing: perceiving the nature of sounds by the ear.

Lifting: raising or lowering objects weighing no more than 10 pounds, from one level to another.

**Background Check Requirement**

Criminal Check  
Education Check  
Employment Verification  
Licensure/Certification

**Assessment Requirement**

None

**Probation Period**

Six (6) months.

**Class Detail**

**Pay Grade:** L-821

**FLSA Code:** Y

**Established Date:** 9/21/2018

**Established By:** LS

**Revised Date:**

**Revised By:**

**Class History:**