



## TEAM at the IAAO Annual Conference in Las Vegas

By Rick Stuart, CAE, TEAM Consulting, LLC

This year's IAAO conference was held September 24–27, in Las Vegas. TEAM was pleased to be a sponsor for the Leadership session on Monday, and a number of our TEAM members were actively involved in the event.

### Lifetime Achievement Award



Ed Crapo

It was an especially good conference for TEAM'S **Ed Crapo, CFA, ASA, AAS**. Ed was the recipient of the Professional Development Lifetime Achievement Award.

This award is presented to an IAAO member who has dedicated him- or herself to the organization and its members through education, instruction and the Professional Designation Program over a long period of time.

The recipient will have spent a significant portion of his or her career in the assessment administration, appraisal or property tax fields and distinguished him- or herself as a recognized leader in the area of profession development at the local, national or international level.

Nominees for the prestigious award must have 25 or more years of IAAO membership and served IAAO for 15 or more years through committee work in the

professional development areas as an instructor, course coordinator, curriculum developer or reviewer, demonstration appraisal grader or professional designation advisor.

### TEAM Presenters at IAAO

A number of TEAM consultants served as presenters this year.

**Ed Crapo, CFA, ASA, AAS.** Emerging Issues session "IAAO Compensation Survey: The Assessment Industry's Future." Many assessing offices will see major changes in the next few years, and this session presented industry expectations related to personnel and technology derived from recent IAAO research.



### Fred Chmura, AAS.

Emerging Issues session, "What is a Body of Knowledge?" This session provided an overview of the process for developing the IAAO Body of Knowledge—a compendium that captures in one place, a description of the expertise required in effectively work in the assessment profession.



**Marion Johnson, CAE,** served as one of the trainers for the IAAO annual Instructor Evaluation Workshop.



### Brad Eldridge, MAI.

Brad was a presenter for the Management and Personal Development session titled "Engaging the Adult Learner." The session addressed the science of adult learners and included theory, research and feedback from the classroom perspective. Educators learned how to engage the audience for an effective learning experience. **Rick Stuart, CAE, CDEI,** also was a participant in the session.



### Ken Voss, MAI, CAE, AI-GRS, SRA

was the facilitator for a session "Golf Course Valuation." The roundtable discussion included areas relating to a golf course's highest and best use, development of the traditional three approaches to value, consideration of personal property and business value, if warranted, and the reconciliation process. ❖

### A Winning History...

TEAM is proud to have a number of IAAO award winners in recent years. Marion Johnson, CAE, received the 2016 Rosalyn Johnston Award, and Rick Stuart, CAE, CDEI, took home the 2015 Harry Galkin Award.

# Moore Cost Online: Independent RCNLD Online, On Demand

Responding to the need for independent cost estimates for commercial and industrial structures, Moore Precision and CourthouseUSA have teamed up to provide Moore Cost Online. This new web service is available online on demand for a single property, for only those under appeal, or for all the structures in a jurisdiction.

Moore Cost Online adheres to the same guidelines and best practices found in Moore Precision Cost Tables and Models used in jurisdictions around the country. The difference is the online, on demand availability of an independent defensible value to support an existing value or one under appeal.

For the past two years, Wayne Moore, PhD, has considered weaknesses in the current approach to estimating cost for commercial/ industrial structures and found new technology was the answer to outdated methods. For example, the need for

- More choices to select the correct shell structure type.
- More flexibility in configuring interior occupancies.
- The ability to quality grade shell and interior separately.
- More flexibility in separately applying depreciation
- And easier ways to handle changes in occupancy uses and depreciation after remodeling.

The Moore Precision approach follows a logical methodology for calculating cost similar to that used by the construction industry. Structural vertical and horizontal costs plus frame determine the building "Structural Shell Cost."

## Introducing Moore Cost Online <http://courthouseusa.com/moore-cost-online/>

Next, interior finish vertical and horizontal costs and electrical, plumbing and HVAC costs are determined by the intended use of the building OR building section. The only difference is that an Appraisal Cost Model contains assumptions about what is typical for each building type as described. To do this, the various described building types must be organized and classified for ease and efficiency of use in appraisal and for accurate association of the building type assumptions with current industry material, labor, and equipment costs. And to do that, the cost tables have to be organized.

The traditional cost manual organization is as follows:

- 1st organizational level: Use/Occupancy of building
- 2nd organizational level: 5 classes of construction
- 3rd organizational level: Quality of construction, with further adjustments for perimeter/area factor, wall height factor, month/year adjustment.

With the technology we have today, that's just not good enough. There is a better way.

- Separate the building shell costing from the use finish costing.
- Use more building structure types that are more precise. The most commonly applied construction class is too broad. It requires masonry walls but allows wood floor

and roof joists, lumps too many structure types into one classification, and results in an average cost applied to many different types.

- Make use of the computer's capacity to handle detail. Compute exterior wall costs directly based on length and height, and allow greater and more precise selection of exterior wall types.
- Allow user to select from many interior uses. Allow unlimited number of uses in any structure classification, and allow separate structural shell and interior finish depreciation.

The result: Greater precision. By combining the choice of 9 building structure types with 9 possible exterior cover types creates an unlimited number of wall segments of different wall heights resulting in greater cost estimating accuracy.

The Moore Precision method uses the same data that has always been collected for commercial cost, i.e. square foot, perimeter, wall height and type. The accuracy improvements come from having more refined structure type classifications, more choices of wall material, and direct computation of wall cost rather than converting wall cost to square foot area and use multipliers.

In short, the Moore Precision Cost approach relies on a computer to do what it does best, calculate; and Moore Cost Online relies on its web service to deliver immediate results online, on demand. Click on this link to learn more <http://courthouseusa.com/moore-cost-online>. Or contact Marlene Jeffers at [Marlene@mooreprecisioncost.com](mailto:Marlene@mooreprecisioncost.com) or call (816) 529-9169. ❖

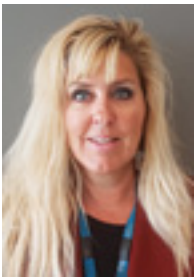
# Welcome Kellianne and Lori-Ann to TEAM



Kellianne Nagy

**Kellianne Nagy, CAE, CMI**, is a new instructor for TEAM Consulting, LLC. Kellianne is one of the few who began her career in the assessment/property tax profession and has remained

in it for over 35 years. Her journey in the property tax world has given her the opportunity to do work in all 50 states and Canada, working as an assessor/appraiser, a consultant and/or a corporate property tax manager.



Lori-Ann Seethaler

**Lori-Ann Seethaler**

has worked in the property assessment industry for the past 23 years. She is currently

Manager, Valuation and Customer Relations at the Municipal Property Assessment Corporation (MPAC). MPAC is the largest assessment jurisdiction in North America, responsible for accurately assessing and classifying more than five million properties in Ontario in compliance with the Assessment Act and regulations set by the government of Ontario. She is responsible for the Region of Niagara, including seven municipalities and five cities, Haldimand County and Norfolk County. She specializes in commercial, industrial and multi-residential valuation.

Lori-Ann has provided leadership and property assessment expertise in a senior leadership capacity for the past 15 years. She holds her RES designation with the IAAO and is an IAAO instructor. She is a licensed paralegal with the Law Society of Upper Canada and is a member of the Institute of Municipal Assessors and holds an M.I.M.A designation. ❖



A map showing the location of TEAM's instructors. Find the complete list of TEAM instructors and the workshops they teach at <http://www.teamconsulting.cc/instructors.html>.



Instructors for the MAAO class (l-r): Rick Stuart, Susanne Barkalow, Michelle Moen and Stephen Hacken.

## TEAM Develops Course for MAAO

MAAO (Minnesota Association of Assessing Officers) contracted with TEAM to develop and conduct the initial offering of a week-long course titled Mass Appraisal Basics. The initial offering was held in St. Cloud, Minn., with 44 students and three MAAO instructors.

Purpose of this course is to provide some guidance and suggestions on the process of performing a mass appraisal on a jurisdiction's properties.

### Mass Appraisal Basics

Topics include:

- USPAP
- What is mass appraisal?
- Statistics and data displays
- Modeling
- Organizing, Directing and Modeling the Cost Approach
- Organizing, Directing and Modeling the Comparable Sales Approach
- Organizing, Directing and Modeling the Income Approach ❖

# The Assessor's Cadastre

By Rick Norejko, CMS

Modern day local assessment offices are staffed with individuals who possess different skill sets and knowledge than deemed necessary even five years ago. It is through the taxation of real property that tax jurisdictions within the United States generate a majority of their revenue. *The Assessor's Cadastre* workshop is designed to provide students with an understanding of—and most importantly, a working knowledge of—legal documents related to real property ownership and the rights associated with that ownership.

Understanding real property law is critical to the valuation of parcels in conformance with generally accepted appraisal standards. This class covers real property ownership and tax assessment in the United States, as well as real property law, from the county assessment office standpoint.

**Workshop Topics.** The lecture will cover the following topics:

- History of land conveyances;
- History of real property assessment;
- Understanding the various components of property transfers;
- The recommended order of importance of ambiguous legal instruments;
- How assessment staff should handle various legal deed and taxpayer requested abnormalities;
- Redefining the relationship between the county's recorder's office and the assessor;
- How to acquire new imagery without using the county's capital funds;
- Best business practices for maintaining an accurate and equitable real property assessment database.

**Workshop Options.** The full workshop length is four-days; however,

there is a two- and a two-and-a-half-day version to meet various continuing educational requirements.

In the states that *The Assessor's Cadastre* material has been submitted for review (NC, VA, AL, AR, MO, KS, WY, ID), all of them have given accreditation to the workshop



Rick Norejko

## About the Author & Lecturer

Rick Norejko, CMS, has been acclaimed by students for his ability to untangle the assessment cadastre and recreate the historical connection of real

property law, property assessment and the ownership of property in America. The recipient of numerous accolades for technical articles and teaching, Rick has the ability to make the subject of a county cadastre graspable.

He is a nationally recognized keynote speaker, lecturer and teacher in the field of cadastral mapping. He has over 40 years of experience in all aspects of cadastral mapping. He co-authored IAAO Course 600 and authored Courses 601,650, 651, and 854. He has also published technical articles in *Fair & Equitable* magazine.

Rick has served on committees for various organizations. He is an IAAO senior instructor, instructor training reviewer and trainer, and the CMS designation grading chairman. He was named 2001 IAAO Member of the Year and served on the IAAO Executive Board from 2003-2005. He is former chairman of the GIS/CAMA conference and past president of the North Carolina Property Mappers Association.

To learn more about the series of classes that Rick authored and

presents, go to the TEAM website at <http://bit.ly/2wALzZg>. To set up the classes, contact Rick at [richardnorejko@bellsouth.net](mailto:richardnorejko@bellsouth.net) or Fred Chmura, AAS, at [fchmura@teamconsulting.cc](mailto:fchmura@teamconsulting.cc) ❖

## Mapping Classes Done Right!

By Maria Castillo, RMA  
Finney County, Kan., Appraiser

Richard J. Norejko taught all three of his classes of the Assessor's Cadastre in Garden City, Kan., on Aug. 28-31. We had a small class of 15 people from different parts of Kansas with the majority from the Finney County Appraiser's Office. The southwest part of Kansas is a very rural community, but we met the minimum requirement to have the class.

We were grateful to have the class out here. Knowing it was part history was exciting for me, but the property law for appraisers turned out to be exciting, too. I appreciate having Rick Norejko come out to teach the class; he is a great instructor and person. Loved his terminology; "Whoo-do, was great.

Some other comments from the participants were:

- Rick was very engaging and the class was informative
- Good teacher
- Rick was very engaging and personable, humorous
- Content was thought provoking, detailed and user friendly
- He definitely loves and is enthusiastic about what he does, as it shows in his presentation

I think the last statement summed it up the best. I enjoy classes I have had from Team Consulting, LLC.

## Interesting Buildings

By Rick Stuart, CAE, CDEI

Over the years, I have collected a large number of “interesting building” photos. If you have picture(s) of building that have piqued your interest, email them to me and I will add to the file and the newsletter. Rstuart17@cox.net



The City Hall Building in Milwaukee Submitted by Margie Cusack, AAS.



T.J. Mains with the Washington Department of Revenue sent me the following note and photo of a unique building. “I was in Seattle this weekend and walked by an old building that had new construction currently being built on top of the old building that has been vacant for years. I found this interesting as I have not seen this before.” ❖



## One Size Can Fit All

By Rick Stuart, CAE, CDEI

Contrary to the old saying, “one size does not fit all,” there are exceptions. A perfect example of this is the video TEAM Consulting endorses titled “Who Are Appraisers?”

This video fits all sizes of jurisdictions and is available for the position descriptions of Assessor or Appraiser. It is also available in Spanish. Clients currently using the video include Trego County, Kan., with around 4,800 parcels, and Maricopa County, Ariz., with 1.7 million real and personal property accounts. Take a look at the video and see how well it fits your jurisdiction’s needs. Go to <http://www.teamconsulting.cc/videos.html>.

## Big Box Like I Have Not Seen...

By Rick Stuart, CAE, CDEI

Thank you, Stephen Hacken, Assessor for Winona County, Minn. I was not aware that the Big Box Dark Store Theory was a result of assessor conspiracies until he sent me the article from Bloomberg BNA, “The Dark Store Theory and Other Lies the Government Told.” It discusses “the dark stores theory and why using vacant stores in property valuation is an acceptable appraisal practice.” I think it will make your heart pump a little faster. Read the article at <https://www.bna.com/dark-store-theory-n73014462929/>.



## Marion Johnson Turns 35

Well, maybe the headline should say Marion Johnson, CAE, has been an IAAO member for 35 years. Marion joins a long list of TEAM Consulting members with over 30 years of IAAO membership. Good job, Marion.



## TEAM Workshops: Updates & More Updates

The appraisal world does not stand still, therefore our workshops do not remain static. The following workshops have already been updated in the third quarter of 2017:

- Contamination & Valuation Issues
- Valuation of Lodging Properties
- Valuation of Historical Properties
- Mass Appraisal Analysis & Benchmarks

## Travel Squad



TEAM associates continue to serve in teaching, consulting and speaking capacities. In the third quarter of 2017, we have been in Arkansas, Georgia, Florida, Idaho, Illinois, Indiana, Kansas, Minnesota, Mississippi, Missouri, Nebraska, Nevada, New Mexico, North Dakota, Oklahoma, Texas, Washington, Wyoming and Nova Scotia.

Looking for a workshop, series of workshops or professional assistance for your location? Visit our website at <http://www.teamconsulting.cc/>.

## Good Reviews on Workshops

Rick Stuart, CAE presented four TEAM workshops in Boise, Idaho, for the Idaho State Tax Commission, and all received very good reviews. Some comments follow.

### Contamination & Valuation Issues:

*Overall rating of 4.8 out of a possible 5.0*

- It actually expanded my view of contamination— good case studies
- The information & handout were very good—detailed information
- Quite interesting—relevant and informative

### Residential Quality, Condition & Effective Age:

*Overall rating of 4.7 out of a possible 5.0*

- Learned a lot and will be able to use it
- The examples used in the case studies to work on— good class
- Applicable to the real world

### Unique & Challenging Homes:

*Overall rating of 4.6 out of a possible 5.0*

- Very interesting—great examples & cost estimates
- Great examples with recent illustrations & materials— excellent class
- All information will be an exceptional resource

### Valuation of Historic Properties:

*Overall rating of 4.6 out of a possible 5.0*

- Good take-home information—practical application
- Interesting use of comparisons and different ways to value ❖

## IAAO Election Candidates

Below are the candidates seeking a position on the IAAO Executive Board. The election is in November.

### President-Elect

Tim Boncoskey – Arizona

### Vice President

John C. Isbell, AAS, Tennessee

Anthony “Sackey” Kweku, New York

Amy Rasmussen, RES, AAS, Iowa

### Region 1 Board

Jeffrey T. Holsapple, CAE, RES, Kansas

Scott K. Teruya, AAS, Hawaii

### Region 2 Board

Rebecca L. Malmquist, CAE, Minn.

Donna VanderVries, CAE, AAS, Mich.

### Region 3 Board

David B. Baker, PPS, North Carolina

Bryan Kinsey, AAS, Tennessee



## Is hospital valuation making you ill?

More and more hospitals are being purchased, and most are moving from exempt to taxable status.

These are not your run-of-the-mill properties, and many appraisers lack the experience to do the research, value, and defend the value on hospitals.

In addition to the hospital itself, there are often separate structures to consider, such as doctors' offices, oncology, therapy, parking lots, storage, power plants—the list goes on and on.

**Let TEAM Consulting help.** TEAM can provide an MAI (member of the Appraisal Institute) with considerable hospital valuation experience to ensure that you get an accurate valuation.

For more information contact Fred Chmura, AAS, at [fchmura@teamconsulting.cc](mailto:fchmura@teamconsulting.cc) or by calling 860-974-1354.

**TEAM**  
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*Leaders in property assessment & valuation*