



Stanislaus County  
now offers an employee  
bonus worth up to  
**\$10,000 or 21  
additional days of  
leave time!\***

## Appraiser I/II/III

Assessor's Office

**\$55,515 - \$90,001 Annually**

Apply by November 3, 2025



Take Your Place.

## WHO WE ARE

The Assessor's Office is a dedicated team of Real Property Appraisers, Auditor-Appraisers, Assessment Technicians, and specialized support staff. Together, we are committed to delivering fair, accurate, and timely property values for the citizens of Stanislaus County. Our team takes pride in providing exceptional customer service while upholding the highest standards of professionalism and integrity.

## WHAT WE DO

We build community by producing fair and accurate property assessments—the cornerstone of the County's property tax system. In close partnership with the Auditor, who calculates and applies tax rates, and the Tax Collector, who manages billing and collection, these assessments are transformed into annual tax revenue. This funding supports essential services for Stanislaus County and other local governments including cities, schools, public safety, and special districts. We administer property tax exemptions that provide financial relief to qualified homeowners, veterans, nonprofits, religious institutions, and other eligible organizations. Our commitment to timely assessments ensures that the property tax revenue is delivered on schedule each year to sustain vital community services without delay. Through professional and equitable service, we promote transparency, efficiency, and community trust.

*We build community by producing a fair, accurate and timely assessment roll  
while providing excellent customer service.*

*Interested in learning more about the Assessor's Office?*

*Scan the QR code or visit [www.stancounty.com/assessor](http://www.stancounty.com/assessor)*



## THE IDEAL CANDIDATE

The Stanislaus County Assessor's Office is seeking a full-time team member to perform appraisals of real property for property tax assessment purposes. The ideal candidate is hardworking, dependable, and possess a growth mindset—embracing challenges with a positive attitude and thriving in collaborative environments as a true team player. We're looking for someone who is enthusiastic about property and public service, with a genuine interest in learning the intricacies of real estate valuation. Additionally, the candidate should have an understanding of appraisal practices, be customer-focused, and bring experience working with the public, demonstrating professionalism and a willingness to contribute meaningfully to the team.



# THE TYPICAL TASKS

## APPRAISER I

- Observe, study, learn, and perform the more routine duties involved in making appraisals of real property;
- Assist in producing the annual assessment roll;
- Measure, plot, and describe the interior and exterior construction characteristics of residential, commercial, farm buildings, and mobile homes;
- Make scale drawings for appraisal records and records pertinent data;
- Classify buildings and other real property according to use, character, and quality of construction;
- Work from building permits, blueprints, or other public records to obtain information on new building construction;
- Sketch maps to assist in field location;
- Perform appraisals considering site location, replacement cost, utility, depreciation, obsolescence, and other data;
- Assemble and analyze sales and income data relating to real properties;
- Assist in making economic and cost studies of real properties;
- Make and verify computations involved in cost estimating and appraising;
- Assist, on a seasonal basis, in the processing of annual personal property statements;
- Contact real estate brokers and independent appraisers on property value;
- Advise property owners concerning methods and procedures used in determination of property valuations for tax assessment purposes; and
- Maintain records and prepare reports.

## APPRAISER II

Perform functions of an Appraiser I and;

- Perform moderately complex appraisals of real property; and
- Explain assessment procedures to taxpayers and resolves questions or valuation disagreements.

## APPRAISER III

Perform functions of an Appraiser I/II and;

- May function as a team leader by directing and reviewing the work of a small group of Appraisers and/or Appraiser Technicians;
- Assist in the training and orientation of new Appraisers;
- Assist in the periodic evaluations of subordinate staff; and
- Appear and testify at assessment appeal hearings.

For the full **minimum qualifications**, including the Knowledge, Skills, and Abilities, scan the QR codes



**KNOWLEDGE/SKILLS/ABILITIES**  
**APPRAISER I**



**KNOWLEDGE/SKILLS/ABILITIES**  
**APPRAISER II**



**KNOWLEDGE/SKILLS/ABILITIES**  
**APPRAISER III**

# MINIMUM QUALIFICATIONS

## EDUCATION & EXPERIENCE

### PATTERN I

- Graduation from an accredited four (4) year college or university.

### PATTERN II

- Graduation from high school (or GED equivalent); AND
- A cumulative of four (4) years of relevant education and/or experience.
  - One (1) year of relevant education shall consist of either thirty (30) passing semester units or forty-five (45) passing quarter units from a recognized accredited four-year college or university.
  - Relevant experience means employment experience within the last ten (10) years in any of the following occupations:
    - (A) an accountant, auditor, real property appraiser, building cost estimator, engineer, real estate loan agent, real estate loan underwriter, right-of-way agent, licensed building contractor, OR
    - (B) a real estate licensee, licensed by the California Department of Real Estate, engaged in buying, selling, leasing, or managing real estate, OR
    - (C) an appraiser aide or appraiser trainee in an assessor's office or in the Board of Equalization's Property Tax Department, OR
    - (D) an employee of an assessor's office or of the Board of Equalization's Tax Department performing duties comparable to an Assessment Technician II, except that such employment time shall be limited to qualifying for only 32 months of the four-year experience requirement. The remaining 16 months of time shall be accumulated by education or relevant experience as described in subparagraphs (A), (B) and (C).

APPRAISER I In addition to Pattern I or II	APPRAISER II In addition to Pattern I or II	APPRAISER III In addition to Pattern I or II
<ul style="list-style-type: none"><li>• Possess a valid certificate as an Appraiser issued by the California Board of Equalization or obtain said certificate within one (1) year of hire. Failure to obtain a permanent certificate within one (1) year will result in dismissal; AND</li><li>• Possess and maintain a valid California Driver's License.</li></ul> <p><b>This is a Veterans' Preference Program eligible job classification.</b></p>	<ul style="list-style-type: none"><li>• Eighteen (18) months of increasingly responsible professional-level property appraisal work for assessment purposes at the Appraiser I level or equivalent; AND</li><li>• Possess a valid certificate as an Appraiser issued by the California Board of Equalization or obtain said certificate within one (1) year of hire. Failure to obtain a permanent certificate within one (1) year will result in dismissal; AND</li><li>• Possess and maintain a valid California Driver's License.</li></ul>	<ul style="list-style-type: none"><li>• Four (4) years of increasingly responsible real property appraisal work for assessment purposes, including one (1) year at the Appraiser II level or equivalent; AND</li><li>• Possess a valid certificate as an Appraiser issued by the California Board of Equalization or obtain said certificate within one (1) year of hire. Failure to obtain a permanent certificate within one (1) year will result in dismissal; AND</li><li>• Possess and maintain a valid California Driver's License.</li></ul>

Proof of education is required for verification purposes at the time of application. Applicants who are unable to submit proof must call 209-525-6593 to make other arrangements before 5 pm on the final filing date. Failure to submit proof or make other arrangements before the final filing deadline will result in disqualification.

# QUICK GUIDE TO APPLYING



## APPLICATION PROCESS



Find the  
Right Job



Update Your  
Application



Submit Your  
Application



Wait for  
Processing



Receive Notice of  
Application Status

## APPLICATION BEST PRACTICES

### BE COMPLETE

We screen for qualifications based on the information provided on your application, not on your resume. **Please make sure all relevant experience is listed within the body of your application.**

### BE DETAILED

Connect your professional experiences to the job's knowledge, skills and abilities. **Share your work history and how it relates to the minimum qualifications of the position.**

### UPDATE YOUR APPLICATION

Take the time to review and update your application each time you apply for a new position. **Ensure that your employment dates are correct and that any relevant skills or experiences are listed.**

### ATTACH SUPPORTING DOCUMENTS

Attach any required supporting documentation listed in the Minimum Qualifications. **Not submitting that typing certificate or proof of education could be the reason you are disqualified!**

### HIGHLIGHT DESIRABLE QUALIFICATIONS

If there are desirable qualifications listed, they may influence the screening process. **Detail how you meet both minimum qualifications and desirable qualifications in the duties section of your application.**

## COMMON MISTAKES TO AVOID

### WRITING "SEE RESUME"

Relying on your resume instead of completing the application can hurt your chances. **Be sure to fill out all sections and attach proof of education when required, as resumes alone don't provide the details needed to evaluate your qualifications.**

### OUTDATED OR MISSING REFERENCES

Submitting old contact information or leaving references blank can delay the reference check process. **Include current, reachable contact information for all references.**

### INCLUDING TOO MUCH OR UNRELATED INFO

Adding long paragraphs or unrelated experiences can make your application unclear. **Keep your application clear, concise, and focused on relevant qualifications.**

### ASSUMING COMPUTERS SCREEN APPLICATIONS

Believing that a computer or automated system selects qualified candidates is a common misconception. **All applications are reviewed by trained recruitment analysts, so make sure your experience is clearly detailed.**





**STANISLAUS  
COUNTY HUMAN  
RELATIONS**

Take Your Place.

# JOIN OUR TEAM and receive a bonus worth **UP TO \$10,000!**

## or 21 additional days of leave time!\*

\*EMPLOYEE CHOICE BONUS PLAN ALLOWS ELIGIBLE NEW EMPLOYEES TO RECEIVE A BONUS WORTH \$5,000 - \$10,000 OVER THREE ANNUAL INSTALLMENTS

### YOU CHOOSE: One month's worth of

Scan the QR code with a camera  
app to watch the Employee Choice  
Bonus Plan video!



#### Cash Payout

Redo that kitchen  
or paydown debt.

*It's all yours.*



#### Leave Time

Take a little extra time  
off and enjoy yourself.

*You've earned it.*



#### Deferred Compensation

Reduce some taxable  
income and receive it later.

*Why not?*



**STANISLAUS  
COUNTY HUMAN  
RELATIONS**

Take Your Place.



**clubwellness**  
myclubwellness.org

# Employee Choice Bonus Plan

## UNDERSTANDING THE DETAILS



### JOIN OUR TEAM BY JUNE 30TH, 2026 TO BE ELIGIBLE!

The following Employee Choice Bonus Plan is designed to allow those hired full-time on or before June 30, 2026, to choose one of the three bonus incentive options (one-time option, non-revocable) they would like to receive:



#### **Option 1** **BONUS** **CASH PAYMENT**

*(Default if employee declines to make a choice)*

- One month of salary (168 hours) paid in cash over three annual installments at the highest step or top of band of the classification held by the employee at each vesting date.
- Minimum amount of each payment will be \$1,666.67 and a maximum payment of \$3,333.37 (base hourly rate of pay for the classification multiplied by 56). The amount of each payment may change depending upon an employee's individual circumstances.
- Total minimum amount received will be \$5,000.01 and maximum will be \$10,000.02 paid over three installments.
- Applicable taxes will be applied and withheld.



#### **Option 2** **BONUS** **LEAVE TIME**

- 168 hours of bonus leave time allocated within three annual installments.
- Bonus Leave Time would be administered in the same capacity as standard vacation including compensation rate, request and approval, and reporting expectations.
- Bonus Leave Time will have no cash value and cannot be cashed out at resignation, termination, or retirement.
- Must use the bonus leave time prior to the expiration date, as there is no carry over after the bonus leave time expires.



#### **Option 3** **BONUS DEFERRED** **COMPENSATION** **CONTRIBUTION**

- One month of salary (168 hours) paid over three annual installments into the employee's Nationwide Deferred Compensation account at the highest step or top of band of classification held by the employee at each vesting date.
- Minimum amount of each payment will be \$1,666.67 and a maximum payment of \$3,333.37 (base hourly rate of pay for the classification multiplied by 56). The amount of each payment may change depending upon an employee's individual circumstances.
- Total minimum amount received will be \$5,000.01 and maximum will be \$10,000.02 paid over three installments.
- Applicable taxes will be applied and withheld.

### Eligibility for Employee Choice Bonus Plan



- To receive each payment, you must be hired as a new full-time employee, and be active both on the vesting date and during the pay period in which the payment is issued.
- Full-time employees on an unprotected unpaid leave on the vesting date are ineligible for that specific payment.
- Employees that separate from full-time service prior to a vesting date will no longer be eligible for that specific payment.
- Employees that receive one or two payments, separate from full-time service and then return to full-time service are excluded from eligibility to receive further payments of any kind.
- Employees that leave full-time service prior to receiving any payments, and then return to full-time service on or before June 30, 2026, are eligible to receive future payments in accordance with their new hire date.



**STANISLAUS**  
**COUNTY HUMAN**  
**RELATIONS**

Take Your Place.

## COMPENSATION & BENEFITS

**\$55,515 - \$90,001 Annually**

The County of Stanislaus provides a competitive and comprehensive benefits package for regular full-time County employees including:

- Excellent retirement benefits (2% at approximately age 62 formula)
- Medical, dental, vision, and basic term life insurance plans
- 2 weeks annual vacation upon entering County service
- 16 additional vacation hours annually
- 96 hours of sick leave annually
- 12 paid holidays annually
- Disability protection
- Optional participation in Flexible Spending Account programs
- Optional Supplemental Life & AD&D insurance plans
- Employee Assistance Program

*Details available upon request.*

## RECRUITMENT INCENTIVES:

### **Employee Choice Bonus Plan:**

Stanislaus County now offers an employee bonus worth up to \$10,000 or 21 additional days of leave time! Visit [stanjobs.org](http://stanjobs.org) for details.

### **Career Ladders:**

We offer valuable tools to help plan your career with Stanislaus County. Find ways to grow and develop within the organization— from Accounting to Public Safety to IT.

### **Learning Institute:**

Whether you're a new employee or looking to acquire new skills, our Learning Institute offers a chance to take on new challenges and ways to consistently hone and improve skills.

## WELLNESS BENEFITS

The Mission of Club Wellness is to facilitate and encourage the "good health" of the county workforce.

"Good health" is a state of complete physical, social and mental well-being, and not merely the absence of disease or infirmity; health is a resource for everyday life, not the object of living, and is a positive concept emphasizing social and personal resources as well as physical capabilities. The program seeks to increase awareness and knowledge of all employee benefits, nurture a team spirit and positive health behaviors, to motivate employees to adopt healthier habits and to provide opportunities and a supportive environment to create positive lifestyle changes.





## **CLASSIFICATION INFORMATION**

Unless otherwise provided, this position is part of the Classified Service of the County and is assigned to the Technical Services bargaining unit for labor relations purposes. Individuals who are in a full-time classification position are required to serve a twelve-month probationary period, which may be extended an additional six months, for a total of eighteen months. This position is subject to overtime, standby, callback, weekend, holiday, and shift assignments as identified in their MOU (Memorandum of Understanding).

The Job Task Analysis provides information detailing the physical and functional demands of the classification. For the complete job task analysis, visit the Risk Management website at <https://www.stancounty.com/riskmgmt/risk-dm-jta-class-sub-main.shtm>

## **APPLICATION PROCEDURES/FINAL FILING DATE: November 03, 2025**

**Written Examinations are tentatively scheduled for the week of November 10, 2025**

**Oral Examinations are tentatively scheduled for the week of December 1, 2025**

Applications cannot be submitted later than 5:00 p.m. on the final filing date. Make your online application as complete as possible so a full and realistic appraisal may be made of your qualifications.

## **Resumes will not be accepted in lieu of a completed application.**

Attaching your resume and cover letter are an optional feature for those who wish to do so in addition to completing the required application. Information on your resume and cover letter will not substitute for the education, work experience and required fields on the County application. The online County application is the primary tool used to evaluate your job qualifications.

## **RECRUITMENT ACCOMMODATIONS**

Arrangements may be made to accommodate disabilities and religious convictions. Applicants requiring testing accommodations are required to complete and submit the Testing Accommodations Request Form prior to the test administration date. Special arrangements for religious convictions should be included in the "Additional Information" section of the application form.

## **GENERAL QUALIFICATIONS**

- Pass County-paid pre-employment job-related background investigation.
- Perform job duties in a manner assuring a safe working environment for oneself and others.
- Maintain confidential information according to the legal standards and/or County regulations as required.

## **APPLICATION AND/OR EXAMINATION APPEAL RIGHTS**

Application and/or examination results may be appealed by applicants presenting facts alleging irregularity, fraud and/or error in application screening or in exam scoring. Appeals must be in writing and submitted to the Chief Executive Officer within seven (7) days after the examination results are mailed.

## **DISCLAIMER**

Stanislaus County reserves the right to revise the examination plan described in this flyer to better meet the needs of County service. The provisions of this bulletin do not constitute an express or implied contract. Any provision contained in this bulletin may be modified or revoked without notice. The information contained in the bulletin is information which sets forth a general summary of benefits for this respective position. This information is not legally binding. The benefits and other information regarding this position may be found in the Stanislaus County Code, the Stanislaus County Personnel Policies manual, or in the applicable Memorandum of Understanding(s), and such information prevails over information contained in this flyer. Questions regarding this bulletin may be directed to the Stanislaus County Chief Executive Office/ Human Resources.