

# Market Range Detail - CAMA Manager

## Effective Date

October 15, 2008

## Market Range Title Description

Positions within this market range title are responsible for the oversight, direction and management of technical and support staff that develop property appraisal sales-based computer models. Typical job duties include: supervising daily operations; developing and implementing work processes and quality control mechanisms; overseeing and implementing projects; developing division standards and goals; writing, monitoring, modifying, and documenting computer programs to improve computer models; developing new techniques and processes for computerizing appraisal functions; maintaining and enhancing appraisal models for residential properties; establishing appraisal models for land and commercial properties; analyzing property tax issues and real estate trends and determining the impact on the appraisal process; conducting final review of tax roll values for the County real property tax base; coordinating the development of Appraiser training related to the use and defense of the sales-based modeling process. Supervisory duties include hiring, assigning and monitoring workload, determining work priorities, training, and performance management.

## Market Range

Minimum Hourly Rate	Midpoint / Hiring Maximum	Maximum Hourly Rate
\$42.91	\$52.78	\$62.64

## Likely Minimum Qualifications

- Bachelor's degree in Computer Science, Mathematics, Economics, or a closely related field
- 4 years of experience in computer assisted, mass appraisal development and programming
- Other combinations of education and experience may be considered in substitution for the minimum qualifications

## Working Titles

- CAMA Manager

### Glossary:

**Market Range Title:** Broad grouping of related positions with like job responsibilities and qualifications. Market Range Titles typically include positions ranging from entry level to senior/lead level unless indicated otherwise.

**Effective date:** The date the salary range was implemented for use.

**Market Range Title Description:** Broad description of sample job duties and responsibilities of positions included in the Market Range Title. Each position included in a Market Range Title also has a job description that is specific to the department. Departments are responsible for writing and maintaining job descriptions for positions in their department. Employee Compensation is responsible for writing and maintaining Market Range Title Descriptions.

**Likely Minimum Qualifications:** Typical minimum qualifications for positions assigned to the Market Range Title. Because a broad group of jobs in different departments are included in a Market Range Title, minimum and preferred qualifications may vary slightly depending on the area of assignment.

**Market Range:** The minimum, midpoint, and maximum salary points for all positions included in the Market Range Title.

**Hiring Range:** The hiring range for all positions is ordinarily the minimum of the market range to the midpoint. The use of a different hiring range must be approved by Employee Compensation. Departments should use a hiring range that is within their funding capabilities and are required to comply with the County's Funded Position Policy ensuring that applicants are extended a rate that is supported by the department's budget.

**Working Title:** The specific title used by a department to identify a position within their organizational structure. Use of working titles is flexible and aimed to assist departments in identifying the unique functions and responsibilities of each position and is representative of the assigned Market Range Title. Ordinarily, supervisory and/or managerial titles should not be used for positions not assigned to a supervisory and/or manager Market Range Title.