

**2025 - 2026**  
**ARBITRATORS**

Bonnie Roerig (All categories)

Daisy Glassburn (Residential)

Debra Ann Baumbach (All categories)

Jennifer Stompor (Residential)

Karen Hart (Residential and Land)

Vicki Wimberly (Residential)

Melissa Reed (Residential)

## ***Summary of Experience and Qualifications – Bonnie D. Roerig, MAI***

### **1. Memberships:**

#### **Appraisal Institute:**

Designated MAI in November 1981  
Executive Committee, 1995–1996  
Board of Directors, 1995–1996  
Finance Committee, 1995  
National Planning Committee, 1994–1995  
General Appraiser Board, 1992–1996; Vice–Chair 1994; Chair for 1995 and 1996  
Regional Member — Ethics Administration Division, Region II, 1992–1995  
Assistant Regional Member – Ethics Administration Division, Region II, 1988–1992  
General Demonstration Reports Subcommittee, Chair 2000–2002; Vice–Chair, 1999, Member 2003–04  
Demonstration Appraisal Grading Panel – 2005–2007  
General Admissions Committee, 2000–2002  
Non–Residential Demonstration Reports Subcommittee — 1985–1990. Co–Vice Chair, 1987–1990  
Board of Examiners — Appraisal Reports, 1987–1990  
Instructor Subcommittee, 1998–1999  
Qualifying Education Committee, 1999–2002; Vice–Chair, 1999  
Appraisal Journal Editorial Subcommittee, 1999–2001; Chair and Editor–in–Chief, 2002–2003  
Educational Publications Committee, 2002–2003  
Region Finance Officer, Region II – 2005–2007  
Member, Leadership Development and Nominating Committee, 2007–2008

#### **Colorado Chapter of the Appraisal Institute:**

Recipient of Distinguished Service Award, December 1996  
President, 1990  
Vice–President – President–Elect, 1989  
Secretary–Treasurer, 1988  
Board of Directors, 1985–1991  
Co–Chairman, Admissions Committee, 1983–1984

#### **International Right–of–Way Association, Mile Hi Chapter 6**

Education Committee, 2002–2006  
Recipient of Helen C. Peck/Frances Reisbeck Memorial Award, March 2005  
Treasurer, 2007

#### **Educational Council of Appraisal Foundation Sponsors**

Examination Committee, 2004–2006

### **2. Business Affiliations:**

Owner, Bonnie Roerig & Associates, LLC, Real Estate Analysts and Value Consultants, since January 1988.  
Full Partner, Baughar–Roerig & Associates, August 1982 through December 1987.  
Full–time real estate appraisal work since 1970, Denver–Boulder area and throughout Colorado.

### **3. Experience:**

- a) Appraisals throughout metropolitan Denver and in various locations in Colorado since 1970.
- b) Extensive commercial, industrial, office, and vacant land appraisal experience.
- c) Valuation studies and appraisals in conjunction with eminent domain proceedings since 1974.
- e) Qualified as expert witness in various District and County Courts.
- f) Appraisal review and appraisal consultation.
- g) Fundamental market analysis studies.
- h) Instructor, Appraisal Institute, USPAP, and various seminars.
- i) Instructor and course developer, general demonstration report writing seminar, Appraisal Institute
- j) Subject Matter Expert, Appraiser Qualifications Board, Appraisal Foundation
- k) Appraisal Foundation AQB Certified USPAP Instructor (No. 10334), 2003–2008
- j) Contract investigator for Colorado Board of Real Estate Appraisers, 2007

#### 4. Education:

- a) Bachelor of Arts in Speech Arts, 1968
- b) Master of Arts Degree in Communication Arts, 1971
- c) Appraisal Institute/American Institute of Real Estate Appraisers:
  - Course I-A, Basic Appraisal Principles – Methods and Techniques
  - Course I-B, Capitalization – Theory and Techniques
  - Course 310, Basic Income Capitalization
  - Course 520, Highest & Best Use and Market Analysis
  - Course 530, Advanced Sales Comparison and Cost Approaches
  - Course 540, Report Writing and Valuation Analysis
  - Course 705, Litigation Appraising, Specialized Topics and Applications
  - Course IV, Condemnation
  - Course VI, Investment Analysis
  - Feasibility Workshop Seminar
  - Uniform Standards of Federal Land Acquisitions Seminar
  - Affordable Housing Valuation Seminar
  - Course II, Urban Properties
  - Courses 410, 420, 430, Standards of Professional Practice, Parts A, B, & C
- d) Continuing education requirements of the Appraisal Institute have been met.
- e) Colorado State General Certified Appraiser, No. CG01313395, continuing education current
- f) Concepts and Principles of USPAP, An Instructor's Application, The Appraisal Foundation, 2003
- g) Appraising Conservation Easements & Case Studies, ASFMRA, 2005
- h) Integrating Appraisal Standards, IRWA, 2005

#### 5. Appraisal and Consulting Clients:

|                                          |                                          |
|------------------------------------------|------------------------------------------|
| Adams County                             | Front Range Airport                      |
| Apple Computer, Inc.                     | GSA – Public Building Services           |
| Arapahoe County                          | Guaranty Bank and Trust Co.              |
| Bank of Boulder                          | Horan & McConaty Family Funeral Services |
| CDH Associates, LLC                      | Howard Electric Company                  |
| City of Aurora                           | International Harvester Company          |
| City of Arvada                           | International Paper Company              |
| City of Black Hawk                       | ITT Grinnell                             |
| City of Boulder                          | Jefferson County                         |
| City & County of Denver                  | KWAL Paints, Inc.                        |
| City of Estes Park                       | Montegra Capital Resources, Ltd.         |
| City of Englewood                        | Mountain States Bank                     |
| City of Fort Collins                     | Murphy Creek Metropolitan District       |
| City of Lakewood                         | Parker Water & Sanitation District       |
| City of Littleton                        | Pioneer Centres                          |
| City of Westminster                      | Regional Transportation District         |
| Colorado Department of Transportation    | SCI Management Corp.                     |
| Colorado Housing Finance Authority       | St. Joseph's Hospital                    |
| ConocoPhillips                           | Southeast Corridor (T-Rex)               |
| Community First National Bank            | Stewart Title Guaranty Co.               |
| Compass Bank                             | U.S. Postal Service                      |
| Denver Public Schools                    | United Steel Workers of America          |
| Denver Urban Renewal Authority           | Upland Industries Corporation            |
| Denver Water Board                       | Urban Drainage and Flood Control         |
| E-470 Public Highway Authority           | Vectra Bank Colorado, N.A.               |
| Englewood Downtown Development Authority | Various Private Clients                  |
| Federal Deposit Insurance Corporation    |                                          |

# DAISY GLASSBURN

## Certified Residential Appraiser Licensed Real Estate Broker

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### Summary

My primary objective is to promote public trust through an unwavering commitment to transparency and integrity. As a licensed real estate professional, I bring a wealth of expertise in residential valuation, appraisal review, consulting, training, and trier of fact roles. Over the years, I have discovered that my ability to maintain an objective mindset in matters involving information and sources inherently subjective, is both rare and invaluable. Maintaining objectivity is the keystone to quality data analysis.

### Experience

#### **Colorado Realty Recon – Owner**

**2024 – Current**

- Providing various consulting services to real estate agents and members of the public with a focus on data integrity, education, and consumer protection.
- Developing and instructing accredited broker continuing education courses.
- Conduct private residential appraisals.

#### **Adams, Arapahoe, Broomfield,**

#### **Douglas, Jefferson, Utah, & El Paso Counties - Hearing Officer**

**2008 – Current**

- Preside over hearings wherein a petitioner/property owner (pro se or by representation) and respondent (appraiser for county assessor), testify and present evidence regarding the assessed property value.
- Conduct hearings in a manner of procedural fairness, ensuring all parties involved have an equal opportunity to present evidence, call witnesses, and make arguments in accordance with established procedures and due process.
- Interpret and apply Colorado statutes, regulations, and board policies to the specific circumstances of each case.
- Make impartial decisions based on the merits of the case and the preponderance of evidence.
- Prepare written decisions summarizing the findings of fact, conclusions of law, noting any findings associated with property characteristics or procedure, in terms of factual errors, omissions, or items in dispute.
- Submit recommendations to the county boards of equalization.
- Ensure the confidentiality of sensitive information.
- Adapt to unexpected changes or delays while maintaining optimal productivity and adherence to deadlines.
- Collaborate with assessor and county attorney staff to facilitate resolution of disputes and ensuring compliance with state and county municipal requirements.

#### **Arapahoe County Government (Office of the Assessor) – Residential Appraiser III**

**2018**

- Acquired valuable insights into mass appraisal methodologies, gained an understanding of the intricate infrastructure governing government protocols, and deepened my knowledge of property taxation processes.
- Performed a variety of technical duties associated with data collection and analysis of residential property.
- Conducted property valuation for assessment purposes and prepared valuation reports tailored for assessment appeal hearings.

## **DC Appraisers – Owner, Certified Residential Appraiser**

**2003 – 2024**

- Proficiently complete comprehensive and intricate appraisal reports spanning diverse residential properties, market areas, and market conditions.
  - Thorough research and data collection and verification pertinent to any specific assignment.
  - Employ an extensive spectrum of appraisal theory, concepts, and practices to adeptly evaluate, review, and analyze varied components of residential properties.
  - Synthesize information from diverse sources to produce insightful and actionable data points.
  - Craft written concise narratives of analyses, distilled complex data, market trends, and concluded opinions.
- Provide training and guidance to various appraisers, real estate agents, and market participants.
- Collaborate with peer appraisers on changes within the profession, complexities in assignments, and current events within the industry.
- Cultivate and maintain client relationships, leveraging personalized attention, proactive communication, and tailored solutions to deliver exceptional service.
- Participate in consistent education to remain current with industry requirements and foster continuous professional development.
- Attend various federal and state oversight board or committee meetings and hearings to stay up to date on matters impacting the real estate industry.

## **First Valuation – Senior Reviewer**

**2011-2012**

- Actively engaged in collaborative efforts with managers to strategize, develop, and execute operational enhancements within the reviewing process, encompassing a diverse range of vendors.
- Played a pivotal role in providing feedback on technical processes, contributing to improvement initiatives aimed at enhancing efficiency.
- Conducted comprehensive quality control reviews of broker price opinions for real property, encompassing both residential and commercial sectors, ensuring accuracy, reliability, and compliance with industry standards.

## **Allonhill & Stewart Lending – Senior Reviewer and Quality Control Specialist**

**2010 – 2013**

- Engaged by both companies at different intervals, I provided expertise for identical project types catering to the needs of the same client. My tenure at Allonhill spanned approximately one year, from 2010 to 2011. My contract with Stewart Lending extended over several months within the year of 2013.
- During my tenure at Allonhill, I transitioned from a senior forensic reviewer to a QC specialist, tasked with overseeing a group of review appraisers. In this role, I monitored performance and quality, offering tailored training and guidance to enhance overall production and ensure delivery of superior quality.

## **Lofland Appraisal Offices – Residential Appraiser**

**1998 – 2008**

- Initially my responsibilities primarily encompassed administrative tasks such as file management, nurturing client relationships, coordinating appointments for the chief appraiser, executing targeted marketing initiatives, and managing courier services.

## **Education / License / Memberships**

- Armbrust Real Estate Institute – Real Estate Broker Education
- Colorado State University at Boulder – Qualifying Appraiser Education
- Certified Residential Appraiser License – Colorado, Utah (inactive/expired)
- CAREA (Colorado Association of Real Estate Appraisers) - Member
- RMAA (Rocky Mountain Appraiser Association) – Affiliate Member
- NAA (National Association of Appraisers) - Affiliate Member

### **Recent Continuing Education**

- Data Integrity & Opportunities in Tax Appeals – October 2024 (2 hours, developed and instructed)
- 2024 Appraisal Hot Topics – August 2024 (2 hours)
- Appraising for FHA – April 2024 (3 hours)
- Lending 101 for Appraisers – March 2024 (2 hours)
- 2022-2023 7-hour National USPAP Update Course – 06/06/2023 (7 Hrs.)

### **Volunteer/Community Services:**

#### **Board Chair, Colorado Board of Real Estate Appraisers**

- Actively involved in pivotal hearings pertaining to rulemaking, policy decisions, licensing matters, complaints, and disciplinary actions. Appointed as a board member in July of 2023 and recently elected Chair, presiding over meetings.

#### **Education Committee Member, Rocky Mountain Association of Appraisers**

- Participated in monthly planning meetings to coordinate and provide input for decisions pertaining to future education offerings for members.
- Personally developed and presented a 2-hour accredited Continuing Education (CE) class with approximately 75 attendees.

## Debra Ann Baumbach

6562 S. Xenophon Street

Littleton, CO 80127

(303)932-9914 email: debbie@thebaumbachs.com

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### Profile:

Real Estate Appraiser

### Education:

Riverside City College General Course Work 1974-1977

CU Boulder, Appraisal classes to obtain License 1993

Continuing Education since 1994 to retain Real Estate Appraisal License

### Skills:

My experience covers approximately thirty-one years of appraisal and management experience. I have experience appraising for large banks, lenders, private equity firms, estate, forensic appraisals. My experience covers assisting and analyzing fraud trends in appraisal transactions for banks and lenders. I have served on the Colorado Board of Assessment Appeals since 1999.

### Experience

Appraiser Precision Appraisal 1995 to Present(semi-retired) 6562 S. Xenophon Street, Littleton, CO 80127 (303)932-9914

Duties including researching and analyzing data in performing real estate appraisals for financial institutions.

Board Member Colorado State Board of Assessment Appeals 1999 to 2021 1313 Sherman Street, Denver CO 80203 (303)864-7710

Serve as a Board Member in hearing tax appeals filed by property owners regarding valuations assessed by the County Assessor.

Appraiser TRW/SMS 777 Grant Street, Denver, CO 80203 (closed)

Duties include develop, evaluate and implement policies related to the business management of SMS. Research and analyze data in supporting staff appraisers and gaining experience in obtaining my appraisal license.

## References:

Ms. Karen Hart   Arapahoe County Assessor's office   303-243-1389

P.O. Box 191

Kiowa CO 80017

Jim Riss   Re/Max Professionals   303-589-4507

8500 W Bowles Ave #100

Littleton CO 80123

Mike Barker   Computer Analyst   720-308-8693

6578 S Xenophon Street

Littleton, CO 80127

**Referee/Hearing Officer: tax abatement and appeal hearings:**

**Board of Equalization, Boulder County: 03/25/2019 to present**

- Hearing officer/referee in taxpayer assessment abatement, tax and senior exemption appeals
- Duties include conducting hearings, reviewing evidence, and writing recommendations
- Occasional hearing officer for the Board of County Commissioners, Douglas County: 2020

**Arbiter: tax abatement and appeals; on-going from 2019; approved in the following counties:**

**Adams, Arapahoe, Boulder, Douglas, Gilpin, Gunnison**

- Arbiter in taxation disputes for residential property
- Duties include conducting arbitrations, reviewing evidence, and writing decisions.

**Appraiser: Certified Residential Appraiser CR40027515, expires: 12/31/2025, FHA/HUD Approved**

- Market value appraisals for litigation purposes, 70+ residential properties with reported construction defects, Weld County
- Consultant: legal proceedings consulting for construction defect litigation (deposition assistance), Adams County
- Expert witness: court approved for testimony in Jefferson County District Court, Colorado: Case #14 DR 1642, Div. P. In the marriage of Petitioner: John Kuykendall vs Respondent: Connie Domas; divorce litigation. Retaining Attorney: Susan R. Hawn. Testimony on 09/14/2015 regarding a single-family residence including its construction quality, hypothetical market value, and current market value
- Market valuations for single family residential (attached and detached), condominium, small residential income (1-4 family), residential new construction and vacant land. Intended uses include: litigation, divorce, estate, home equity, income/business investment, IRS; tax liens, REO (Real Estate Owned/Foreclosure), liquidation, refinance, relocation, sale/purchase, tax abatement, trust.
  - Clients include home owners, attorneys, trustees, executors, Realtors, buyers/sellers, investors, national lenders, mortgage servicers, Appraisal Management Companies (AMC's), banks, relocation companies, the Internal Revenue Service (IRS), the Federal Housing Administration (FHA), and the United States Department of Housing and Urban Development (HUD).
  - FHA, Flagstar, RELS (Wells Fargo) approved
- Past Regional Review Appraiser: First Franklin (prior to purchase by Merrill Lynch) now Bank of America

**Appraisal Education**

**2025**

- UAD 3.6 Training Series; Connect by ValueLink/Josh Walitt
- A Brief Stroll through Americas Architecture; Calypso Continuing Education
- CARR: Secrets to a Great Appraisal; Appraiser eLearning
- Appraising Complex Properties with Unique Characteristics; Appraiser eLearning
- Appraising Energy-Efficient and Green Homes; The CE Shop
- Measuring Square Footage ANSI Z765-2021; Appraiser eLearning

**2024**

- 2024 USPAP 7-Hour National USPAP Update; McKissock Education

**2023**

- Appraisal Ethics and Valuation Bias, The CE Shop
- Characteristics Influencing Appraisals, The CE Shop
- Reviewing Real Estate Title, Transfers, and Contracts, The CE Shop

**2022**

- 2022-2023 7-Hour National USPAP Update; McKissock Education

**2021**

- Appraising 2-4 Unit MF Properties; Appraiser eLearning.com
- ANSI, Home Measurement & the Power of Price-Per-Square-Foot; Appraiser eLearning.com

## **2020**

- 2020-2021 7-Hour National USPAP Update; McKissock Education

## **2019**

- Evaluation & Hybrid Appraisals; Presenters: Benjamin B Davidson, MAI, SRA, AI-GRS, AI-RRS, hosted by NCAREA
- Cyber Security Law, Wire Fraud, and Best Practices/Appraiser Work files – What does USPAP Require?; Presenter Michael R. McCormick, Esq., hosted by NCAREA
- Boulder County Board of Appeals & Introduction to Blue Print Reading for Appraisers; Presenters: Atilana Retana, Appeals Coordinator, BOE, Boulder County & Ray Brienza, Certified Appraiser/Contractor/Draftsperson & Louis Garone, MAI, SRA, AI-GRA, hosted by NCAREA
- Colorado Water Rights for Appraisers & Brokers; Presenters: Kenneth Wright, P.E. (Licensed Appraiser), Patricia Flood, P.E. (Certified General Appraiser), and Ian Paton, P.E., all with Wright Water Engineering, hosted by NCAREA

## **2018**

- State of the Industry & Banking Task Force Update; Presenters: Director Marcia Waters, of DORA, Lou Garone, MAI, SRA, AI-GRS, and Don Childears, President/CEO Colorado Bankers Association, hosted by NCAREA
- 2018-2019 7-Hour National USPAP Update; McKissock Education
- Becoming Your Market's Expert: Using Economic Principles Through Graph & Chart Applications; Presenter: Ryan Lundquist, CR Appraiser, hosted by AppraiserFest2018
- Advanced Economic Knowledge: Making the Minutia of Real Estate Economics Fun, Relevant and Educational; Presenter: Elliott Eisenberg, Ph.D., hosted by AppraiserFest2018
- Blockchain & the Appraiser; Presenters: Phil Crawford, CG Appraiser and Jonathan Miller, CG Appraiser, hosted by AppraiserFest2018
- Mortgage Control Fraud, Yesterday's News or Tomorrow's Headlines?; Presenters: Maureen Sweeney, SRA, AI-RRS & William K. Black, Ph.D., hosted by AppraiserFest 2018
- Application of Antitrust Laws to Appraisers and Associations; Presenters: Phil Crawford, CG Appraiser and Allison Sheedy, Partner with Constantine Cannon, Washington DC, hosted by AppraiserFest 2018
- Multi-Discipline Appraiser Practices; Presenters: William P. Wilson III, FASA-RP,CRP,CG-002 and Robert J. Luciani, ASA, IFA, hosted by AppraiserFest 2018
- The VA: What is it and how do I get on their Panel; Presenters: Andrew P. Lofland, SRA, Department of Veterans Affairs, hosted by NCAREA
- A Day with the Assessors; Presenters: local assessors and their assistants, from seven surrounding counties, hosted by NCAREA
- FHA and the Appraisal Process; Presenters: HUD; Greg Schroeder, Andrew Eckel and Susan Schroeder, hosted by NCAREA
- Colorado Appraiser and Broker Professional Liability and Insurance Coverage; Presenter: Michael R. McCormick, Esq., hosted by NCAREA
- Judgement in Appraisal Practice; Presenter: John Works, hosted by NCAREA
- Regulatory Update and Common Appraisal Issues; Presenters: Ms. Marcia Waters, Director of Division of Real Estate, and John Fausett, Lead Compliance Investigator with BOREA, hosted by NCAREA

## **2017**

- A Highest and Best Use Challenge; Presenter: Louis J. Garone, MAI, SRA, AI-GRS, hosted by NCAREA
- Skill Sharpeners; Presenter: Bonnie Roerig, MAI, AI-GRS, hosted by NCAREA
- Roundtable with Colorado DORA Compliance Investigators; BOREA Compliance Investigators with John Fausett as lead, hosted by NCAREA
- Recognizing Manufactured and Modular Homes; Presenters: Alex Walton, Manufacturer Representative from Karsten Homes, Phillip Dickson, General Manager from Clayton Homes, Korey Rozell, Senior Loan Officer for Fairway Mortgage, and Dave Ehrnstein, CO Certified Residential Appraiser/USPAP Instructor, hosted by NCAREA
- Appraisal Subcommittee Update; Presenter: Jim Park, Executive Director of the Appraisal Subcommittee, hosted by NCAREA
- RE Colorado/IRES Database Management; Presenter: Andy Arledge, Founder of Appraisal Genie, hosted by NCAREA
- Modernizing Appraisals, A Regulatory Review and the Future of the Industry; Presenter: Lisa Desmarais, SRA and Vice-Chair of the Appraisal Practices Board (APB), hosted by NCAREA

## **2016**

- Regulatory Update and Open Forum Regarding Current Appraisal Issues; Presenters: Marcia Waters, Director of Division of Real Estate, and Lou Garone, MAI, SRA, AI-GRI, hosted by NCAREA

- A Brief Introduction to Statistics for RE Professionals; Presenter: Lee Ormiston, past CG Appraiser for Arapahoe County Assessor's Office and AQB-Certified USPAP Instructor, hosted by NCAREA
- Water Rights for Appraisers; Presenter: Kenneth Wright, P.E., Chief Engineer of Wright Water Engineers, hosted by NCAREA
- 2016-2017 7-hour USPAP National Update Course; McKissock Education
- Appraisal Compliance and Risk Management; Presenter: James A. Baumberger, President and Chief Operating Officer for Synergy Appraisal Services, hosted by NCAREA
- Impact of Oil and Gas Development on Property Values; Presenter: Chris Woodruff, Weld County Assessor and Certified General Appraiser, hosted by NCAREA
- Income Capitalization Overview; Career WebSchool Colorado
- FHA Appraisal Update; Presenters: Frederick G. Schuler, Acting Branch Chief, FHA Denver HOC and Juan C. Sola, Senior Review Appraiser, HUD, hosted by NCAREA

## **2015**

- Safety Issues for Brokers and Appraisers Entering Houses and Apartment Buildings; Presenter: Lieutenant Steve Rolen, Senior Officer and Head of the Arapahoe County Sheriffs Drug Task Force, hosted by NCAREA
- The New FHA Handbook 4000.1; McKissock Education
- 1004MC Case Studies/Application; Presenter: Diana L. Chilcutt, hosted by NCAREA
- Overview of the Fannie Mae Selling Guide Appraisal Requirements; Presenter: Lee Ormiston & Rick Belfiore, hosted by NCAREA
- BOREA Investigations Update – Common Appraisal Issues; Presenter: John Fausett, Lead Investigator with DORA, hosted by NCAREA
- 1004MC Case Studies/Application; Presenter: Diane L. Chilcutt, Senior Property Appraiser with City and County of Denver, hosted by NCAREA

## **2014**

- Annual DORA, Division of Real Estate update; Instructor: Marcia Waters, hosted by NCAREA
- 2014-2015 7-hour National USPAP update; McKissock Education
- Contracts and Title: Importance to Appraisers and Brokers; Instructor: Bruce Jordan, hosted by NCAREA
- The Home Inspection and Real Estate Appraisal; Instructor: Ron Tipton, ACI, CRI, hosted by NCAREA
- The FHA Appraisal; US Department of HUD – Federal Housing Administration
- Probate & Trust Estates – Real Estate Related Process & Common Issues; Instructor: Michael A. Smeenck, The Real Estate School, LLC.
- Liability Issues for Appraisers Performing Litigation and Other Non-Lending Work; Instructor: Peter T. Christensen, Esq. Chief Legal Counsel for LIA Administrators & Insurance Services, hosted by NCAREA

## **2013**

- Valuation Considerations for Solar Photovoltaic; Instructor: John Fausett, AQB Certified USPAP Instructor and Investigations Team Lead at the Division of Real Estate, hosted by NCAREA

## **2012**

- 2012-2013 7-hour National USPAP update; McKissock Education
- Risky Business: Ways to Minimize Your Liability; McKissock Education
- Even Odder – More Oddball Appraisals; McKissock Education
- Appraising FHA Today; McKissock Education
- Appraising Manufactured Homes; McKissock Education
- Introduction to Legal Descriptions; McKissock Education
- Statistics, Modeling and Finance; McKissock Education

## **2011**

- 2010-2011 National USPAP Update Equivalent; McKissock Education
- Appraisal Subject Matter Electives; McKissock Education
- Advanced Residential Applications and Case Studies; McKissock Education

## **2009**

- Ad Valorem Tax Consultation; McKissock Education
- Environmental Pollution & Mold; McKissock Education
- Environmental Issues for Appraisers; McKissock Education
- Relocation Appraisal is Different!; McKissock Education
- Construction Details & Trends; McKissock Education

- The Dirty Dozen; McKissock Education
- Introduction to Green Building for Real Estate Appraisers; McKissock Education

## **2008**

- 2008-2009 National USPAP Update Equivalent; McKissock Education

## **2006**

- Reviewing Residential Appraisal Reports; Appraisal Institute, Colorado Chapter
- USPAP Update and State Statutes/Rules; Instructor: Michael J. Kelley, Center for Professional Education, LLC

## **2004**

- Certified Residential in Real Estate Education; University of Colorado at Boulder: Center for Business Education
- USPAP Update in Real Estate Education; Instructor: Michael J. Kelley, University of Colorado at Boulder: Center for Business Education

## **2003**

- Small Residential Income Properties; Division of Continuing Education at the University of Colorado at Boulder
- Professional Standards and Practice; Real Estate Training Center of Colorado, Inc.

## **General Education, Other**

- Bachelors of Arts, Metropolitan State University of Denver, 05/18/1991
- Alumni lecturer to MSU students

## **Geographic Competence**

**Colorado;** RE Colorado (Metrolist) MLS, IRES MLS, Realist, geographic competence and local assessor web data for the following counties: Adams, Arapahoe, Boulder, Broomfield, Clear Creek, Denver, Douglas, El Paso, Elbert, Gilpin, Jefferson, Larimer, Park, Teller, Weld.

## **Residential Appraisal Products**

- Narrative Appraisal Reports
- Restricted Use Appraisal Reports
- General Purpose Appraisal Reports (GPAR)
- Uniform Residential Appraisal Reports (primarily used for lending)
- Worldwide ERC Appraisal Reports (Relocation)
- Single Family Comparable Rent Schedules
- Operating Income Statements
- Appraisal Update and/or Completion Reports
- Field and Desk Reviews

## **Partial List of Clients**

Advance Mortgage Corporation; Altisource; Ameriprise Bank, FSB; Axis Appraisal Management Solutions; Bank of the West, BNC National Bank; Cactus Home Loans; Catalyst Lending; Candant Mortgage; Century Lending Company; Charles Schwab Bank, N.A.; Cherry Creek Financial; Citizens Bank; Clarion Mortgage Capital; CP2; Coldwell Banker Home Loans; Colorado Mortgage Alliance, LLC; Comercia Bank; Compass Bank; Countrywide Home Loans; E\*Trade Savings Bank; Edward Jones Mortgage; Elite Mortgage; ExcellerateHRO Corporation; Fairway Independent Mortgage Corporation; Fox Rothschild; Frisco Lender Services, FFS/ dba 1<sup>st</sup> Mortgages; Fifth Third Bank; First American/E-appraise; First Bank; First Franklin; First Tennessee Bank Nat'l Assoc.; Flagstar; Franklin American Mortgage; Freedom Financial; Gateway First Bank; Georgetown Mortgage; GMAC; Hallmark Mortgage; HR Support Group; Interbank Mortgage Company; InterCap Lending, Internal Revenue Service; KeyBank National Association; MBank; NBH Bank; Merrill Lynch Credit Corporation; Momentum Appraisal Group; Morgan Stanley Private Bank; National City Mortgage, now PNC; National REO; Nationwide Title; NBH Bank; NEI Global Relocation, NYCB Mortgage Company; Ocwen/Real Trans; Pendo Management Group; PHH Mortgage/Home Loans; Pioneer Bank; PNC Mortgage; Pulte Mortgage; RELS/VSS (Wells Fargo); REO World; Street Smart Valuations; Speedy Title and Appraisal Review Service (STARS); Thrive Mortgage; TIAA-CREF Trust Company, FSB; Town & Country Credit; UBS Mortgage; USA Appraisal Solutions; US Bank; ValueTrust AMC; Wells Fargo; West Star Mortgage, Inc.; Zenith Home Loans

## **Professional Experience (non-appraisal)**

### **Real Estate Transaction Coordinator (1997-current)**

- Non-licensed Transaction Coordinator and Assistant to employing Broker; Develop and maintain office policy, procedural manual and agent agreements for multi-person Real Estate firm; Follow-up on contract deadlines for purchase and sale transactions; Assemble documents for closing; Coordinate with closing/title company; Manage building trades as necessary.

- Assist with estate management and liquidation; Inventory and disbursement of personal items including managing estate contractors, and ordering cleaning services and other trades as necessary to assist in prepping the asset for sale.

#### **Human Resources (1998-2002)**

- Contract Recruiter for an IT, Project Management, and Telecommunications Industry contracting firm, Peter Jamison Consulting; Created and maintained recruitment and hiring policies/procedural manuals; Coordinated all trade shows/career fairs.
- Director of Customer Relations for Interim Assessment Services (now Spherion, previously HR Easy); Supervised Account Managers for a customized pre-screening and behavioral assessment company specializing in interviews utilizing IVR and web-based technology.

#### **Non-Profit Management (1996-1998)**

- Business Manager and Contracts Specialist for Lutheran Social Services of Northern New England; Negotiated and produced budgets and contracts for non-profit social service programs within New Hampshire and Vermont (program revenues in total generated approximately five million dollars annually); Liaison between Program Managers and funding agencies for budgeting; Financial impact analysis and administrative aspects of opening and closing community service programs.

#### **Hospitality Management (1991-1996)**

- Director of Front Office Operations for the Warwick International Hotel, Denver and the Denver Hilton South; Managed Front Desk, Reservations, PBX, Guest Services, Concierge Staff, and Bell Staff; Developed occupancy forecasts, financial and statistical reports; Managed property and telephone IT systems; Taught guest satisfaction programs to all staff members.
- Housekeeping Training Manager and Assistant Executive Housekeeper for the Radisson Resort at Kingston Plantation in Myrtle Beach, SC; Supervised housekeeping staff (60 – 100+ staff, seasonally adjusted); Developed training programs and taught in the classroom and on the job.

#### **Affiliations and memberships**

- NCAREA: Past member and director (past Secretary, Asst. Membership Chair, and Asst. Treasurer) with Northern Colorado Association of Real Estate Appraisers
- Ephraim Historical Foundation; Active member and volunteer 'spreadsheet builder' for Membership Chairperson
- WSBB; past member (West Side Business Builders)
- Project Management Institute, past member
- Denver Telecom Pros, past member
- Women in Telecommunications and Cable, past member

#### **Achievements**

- Performance Forum Award, Interim Assessment Services.
- Executive Committee Member, Warwick Hotel International.
- Manager of the Year - 1993, Manager of the Quarter - 1993, 3rd quarter - Hilton.
- Nominated for Young Hotelier of the Year – 1993, National Contest, nomination by Hilton.

**KAREN E. HART**  
**Certified General Appraiser**  
**11554 Spur Place Kiowa, CO 80117**  
**303-243-1233**  
***jkh125455@gmail.com***

**PROFESSIONAL EXPERIENCE:**

**Abatement Hearing Officer**

*Douglas County (2024 to current)*

**County Board of Equalization Referee**

*Arapahoe County (2023)*

*Jefferson County and Douglas County (2023 to current)*

**Arapahoe County Assessor's Office (2011-2022) Retired**

***Branch Manager/Land Supervisor*** – Responsible for the valuation of vacant land including discounted subdivisions, and agricultural property values and classification for Arapahoe County. Prepare and supervise vacant land and agricultural assessment appeals for the Arapahoe County Board of Equalization, State Board of Assessment Appeals, and arbitration. Prepare and implement procedures for valuation and classification of vacant land and agricultural properties. Supervise residential appraisers in the branch office, assist with residential valuations as needed.

**Independent Appraiser (1999 to 2009)**

***Commercial fee appraisal*** - Broad-based experience in a variety of diverse agricultural, commercial and industrial property types, including specific expertise in vacant land, special purpose properties, and other diverse property types; Geographic assignments include all of the Colorado Front Range with concentration on Elbert and Douglas County locations.

***Residential fee appraisal*** - Valuation of residential properties located in the Denver Metro Area, including appraisal reviews.

***Valuation services*** for the Elbert County Assessor regarding commercial property mass appraisal valuation, including sales confirmation, commercial land valuation, all three approaches to value for improved properties, and statistical analysis. **(2000)**

***Consulting services*** for the Douglas County Assessor regarding the mass appraisal valuation of agricultural lands according to the income approach, including discovery of ten-year income and expense data, classification of properties, and field inspections. Additional assignments included the hearing and determination of real property appeals for agricultural, residential, and vacant land properties, including preliminary market and cost analysis. **(2001-2002)**

## **Rocky Mountain Valuation Specialists, LLC. (2001-2002)**

**Commercial Appraiser** - Broad-based experience in a variety of diverse agricultural, commercial and industrial property types, including specific expertise in vacant land, special purpose properties, and other diverse property types; Geographic assignments included all of the Colorado Front Range. Duties also included deposition testimony regarding prepared appraisals when requested.

## **Elbert County Government (1979 to 2000)**

**Elbert County Assessor 1991-1999, Deputy Assessor 1984-1990, Member of the Personnel Board, Computer Coordinator, Treasurer Office;** Progressively greater responsibilities in all facets of property appraisal and assessment procedures. Responsible for the implementation of Computer Assisted Mass Appraisal (CAMA) systems for the valuation of commercial and agricultural outbuildings, as well as the initiation of GIS mapping. Personally valued all vacant land and processed all statistical data and analysis for all types of property. Conducted appraisal reviews and coordinated the efforts of thirteen staff members. Processed assessment appeals including the County Board of Equalization, State Board of Assessment Appeals, and arbitration. Prepared all statutorily required assessment reports. Testified before Colorado State Legislature Committees regarding proposed property tax legislation. Elbert County became the second fastest growing county in the state during tenure as Assessor. Experience with Elbert County included approximately 18 months in the Treasurer's office performing daily treasurer and public trustee tasks, and two years as a Computer Coordinator preparing computers for Y2K updating, daily technical support to various county office staff, and telephone system maintenance.

## **STATE BOARD OF ASSESSMENT APPEALS:**

Appointed Member by Governor 1999-2011

Chairman of the Board 2000-2011

## **PROFESSIONAL DESIGNATIONS:**

**Colorado Board of Real Estate Appraisers**

**Colorado Certified General Appraiser**

**Appraiser #CG1318194, Certified through December 31, 2025**

## **COLORADO ASSESSOR'S ASSOCIATION:**

Executive Board Member 1993-1994

Chairman District 6, Metro District 1993-1994

Chairman Forms Sub-Committee 1991-1993

Member of the following Committees:

Agriculture, Education, Legislative, Oil and Gas

Assessment Issues Sub-Committee

Member Joint Task Force on Agricultural Land Classification 1992-1993

## **Awards:**

Distinguished Service Award 1992

## **Colorado Association of Tax Appraisers:**

President 2018-2021  
First Vice President 2016  
Second Vice President 2015, 2017  
Board Member 2014

## **EXPERT APPRAISAL WITNESS:**

Qualified as an expert witness before the **Colorado State Board of Assessment Appeals**.

## **RELATED EDUCATIONAL BACKGROUND:**

### **Arapahoe and Pikes Peak Community Colleges:**

Field of study: Accounting and Computer software applications

### **International Association of Assessing Officers:**

Fundamentals of Real Property Appraisal  
Income Approach to Valuation  
Restructuring Income & Expense Statements  
Development and Writing of Narrative Appraisal Reports  
Appraisal of Land  
Mass Appraisal of Residential Property  
Valuation of Agricultural Properties  
Standards of Practice and Professional Ethics Workshop  
Planning an In-House Revaluation Program Workshop

### **Colorado Association of Tax Appraisers:**

|                           |                                         |
|---------------------------|-----------------------------------------|
| Business Valuation        | Limited Market Valuation                |
| Colorado Water Law I & II | Logic & Critical Thinking of Appraising |
| Contaminated Property     | National USPAP Update                   |
| Going Concern Valuation   | Appraising Properties in a Disaster...  |
| Residential Appr Forum    | The Assessor's Cadastre                 |
| Commercial Appr Forum     | Reading Blueprints                      |

Marshall & Swift We Love the Cost Approach  
Assessment, Statistics and Excel  
Assmt & Workflow & Technologies Post Covid 19  
Understanding Conservation Easements Valuation  
Square Peg, Round Hole: Appraising Properties That Do Not Fit in the Model

### **Division of Property Taxation:**

#### **Assessment Administration Education:**

|                            |                                  |
|----------------------------|----------------------------------|
| Introduction to Assessment | Assessment Appeals Process       |
| Administration I           | Certification to Taxing Entities |
| Administration II          | Property Classification Workshop |
| Abstract Compliance        | Office Procedures                |
| Advanced Title Conveyance  | Tax Increment Financing          |
| Abatement Processing       | Ownership/Legals/Mapping         |

**Assessment Valuation Education:**

|                                 |                                  |
|---------------------------------|----------------------------------|
| Advanced Income                 | Gross Rent Multipliers           |
| Agriculture Land Valuation      | Agricultural Land Classification |
| Income Approach to Value        | Possessory Interests             |
| Commercial Appraisal            | Land Valuation                   |
| Complex Residential Properties  | Narrative Report Writing         |
| Condominium Valuation           | Personal Property                |
| Discounted Cash Flow            | Residential Appraisal            |
| Hotel/Motel Valuation           | Standards and Ethics             |
| Golf Course Valuation           | Statistics                       |
| Valuation of Rural Structures   | Vacant Land Discounting          |
| Financing and Time Adjustments  | Renewable Energy                 |
| Capitalization Rate Development | Natural Resources                |
| Bed and Breakfast Valuation     | Severed Minerals                 |

**Workshops:**

|                                                |                                |
|------------------------------------------------|--------------------------------|
| Anomalies in the Market Place                  | Presenting Your Best Case      |
| Real Estate Court Decisions                    | Introduction to State Assessed |
| Exceptional Homes                              | Sales Confirmation             |
| Government Assisted Housing                    | Intervening Year Analysis      |
| Valuation of Homeowner Associations Properties |                                |

# Vicki L. Wimberly

Certified General Appraiser - CG1317632 – Expires 12/31/2019

Associate Broker – 100036006 – Expires 6/09/2020

9148 William Cody Dr.

Evergreen, CO 80439

Mobile Phone: 303-210-8577

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## **Summary of Qualifications/Appraisal:**

- Associate Real Estate Broker since June 2011
- Arapahoe County Board of Equalization Hearing Officer - Tax Appeals - Since 2015
- Jefferson County Board of Equalization Hearing Officer – Tax Appeals - Since 2011
- Jefferson County Arbitrator – Tax Appeals – Since 2012
- Boulder County Board of Equalization Hearing Officer – Tax Appeals, Abatements - Since 2012
- Boulder County Arbitrator – Tax Appeals – Since 2017
- Broomfield County Board of Equalization Hearing Officer - Tax Appeals - Since 2017
- Certified General Appraiser since November 2009
- Certified Residential Appraiser since 1993
- Licensed Appraiser since 1988
- Involved with the bi-annual reappraisal for the City and County of Denver since 1987 - ensured work is in compliance with guidelines established by the State Division of Property Taxation
- Developed and implemented parameters for the MRA (multiple regression analysis) statistical program to apply values on a mass appraisal basis since 1987
- Supervised and reviewed appraiser for four Certified Residential Appraisers since 2007
- Provided expert witness testimony before the Colorado State Board of Assessment Appeals, Denver County Board of Equalization, Denver Board of County Commissioners, and Arbitration Hearings
- Supervised the defense of valuation at all levels of appeal
- Ensured application of appraisal theory and methodology to property as stated in the Uniform Standards of Appraisal Practice and Colorado Revised Statutes

## **Experience:**

### **County Board of Equalization – Hearing Officer**

|                         |                                         |                |
|-------------------------|-----------------------------------------|----------------|
| October 2011 to present | Jefferson County Board of Equalization  | Golden, CO     |
| August 2012 to present  | Boulder County Board of Equalization    | Boulder, CO    |
| August 2015 to present  | Arapahoe County Board of Equalization   | Littleton, CO  |
| August 2017 to present  | Broomfield County Board of Equalization | Broomfield, CO |

- Conducted tax appeal hearings on various property types in Jefferson County, Boulder County, Arapahoe and Broomfield Counties
- Conducted tax appeal Arbitration hearings on residential property in Jefferson County and Boulder County
- Conducted abatement hearings on residential property for Boulder County
- Analyzed data relative to market value (some income and cost analysis)
- Ruled on final value for tax year based on testimony and evidence presented by Assessor and Petitioner for above counties

### **Associate Broker – Realtor**

|                      |                                       |               |
|----------------------|---------------------------------------|---------------|
| June 2011 to present | Coldwell Banker Residential Brokerage | Evergreen, CO |
|----------------------|---------------------------------------|---------------|

### **Real Property Appraiser Supervisor**

|                  |                                 |            |
|------------------|---------------------------------|------------|
| 2007-May 1, 2011 | Denver County Assessor's Office | Denver, CO |
|------------------|---------------------------------|------------|

- Full performance first-line supervisor for four real property appraisers and one real property data collector;
- Personal accountability for carrying out the work objectives (bi-annual reappraisal/ad valorem) for all condominiums and rowhomes in the City and County of Denver – approximately 60,000 properties;
- Establishes market values that conform to statutory guidelines for properties assigned to the Attached Housing Team;
- Maintained accountability for policies and procedures used in the derivation of property values;
- Monitored and resolved employee personnel issues according to Assessment Division policies and procedures and Career Service Authority Rules;
- Conducted hiring interviews and selects candidate(s) for job openings;
- Developed performance enhancement plan, documents performance, provides performance feedback and formally evaluated the work of assigned appraisers;
- Developed and implemented training and development plans and opportunities for subordinate staff;

- Documented causes for disciplinary action and initiates letters of reprimand. Made formal recommendations for disciplinary action; responded to employee grievances;

### **Real Property Appraiser Specialist (2002-2005 Condominiums and Townhomes / 2005-2007 Commercial Properties)**

2002-2007

Denver County Assessor's Office

Denver, CO

- Designed, performed, analyzed and interpreted appraisal studies using applicable state statutes, regulations, guidelines, and standard appraisal practices. Used the USPAP to ensure appropriate appraisal requirements are incorporated into assigned activities;
- Coordinated appraisal studies and/or operations;
- Trained new employees and assisted in checking work of other employees for various appraisal projects, including database information collected and appraisal reports;
- Obtained and interpreted blueprints of complex new construction and renovation projects and plans, organized and performed on-site inspections to verify physical characteristics of land and buildings;
- Analyzed and interpreted data such as cost of construction, market comparison, complex income and expense statements, financial and investment data, industry studies and publications, depreciation, and property sales to determine correct valuation for all property classes assigned;
- Developed narrative appraisal reports for large, complex properties for presentation at various appraisal boards; such reports to conform to the standards set forth in the USPAP and Colorado Revised Statutes;
- Assisted taxpayers, developers, and other agencies and organization to obtain real estate information; estimated value for proposed projects and provided explanations of appraisal methods, statutes, and procedures;
- Served as a resource for appraisal staff on appraisal issues, methodology, and property types;
- Prepared reports utilizing a variety of statistical and software, according to guidelines established by the Appraisal Standards Board;
- Received and analyzed property valuation appeals, prepared testimony, and presented evidence to the various appeal boards;

### **Associate/Staff/Senior Real Property Appraiser**

1985-2002

Denver County Assessor's Office

Denver, CO

- Worked on Residential and Multi-Family Teams performing full market appraisals; this consisted of single family residential detached homes, row homes, condominiums, and small and large apartment properties.
- Analyzed and interpreted data such as cost of construction, market comparison, and income-producing potential; This included reviews of complex income and expense statements, leases, depreciation, and property sales to determine correct valuation for all property classes assigned;
- Designed, performed, analyzed, interpreted, and documented appraisal studies for varied and complex property types;
- Prepared full narrative appraisal reports and presented oral presentations at various hearing boards in support of the appraised value;
- Assisted taxpayers, developers, and other real estate professionals in obtaining real estate information; explained basis for appraised values;
- Received and analyzed property valuation appeals; prepared testimony and presented evidence before the various Colorado appeal boards;
- Performed on-site inspections to verify physical characteristics;
- Verified sales for arms-length and non-arms length transactions;
- Researched and collected data for database inventories and new construction, cuts/combinations, and demolitions;

### **Certificates/Licensures**

**Associate Broker**

June 2011

**Certified General Appraiser**

June 1985

**Certified Mountain Area Specialist (CMAS)**

November 2009

**Senior Real Estate Specialist (SRES)**

August 2014

**Accredited Buyers Representative (ABR)**

November 2015

### **Education:**

Regis University - Denver, CO  
 Bachelor's Degree – April, 2005  
 Major – Business Communication

### **References:**

| <b>Name</b>     | <b>Type of Reference</b> | <b>Title</b>             | <b>Company</b>            | <b>Phone #</b> |
|-----------------|--------------------------|--------------------------|---------------------------|----------------|
| Keith Erffmeyer | Professional             | Deputy Assessor          | Denver County Assessor    | 720-913-4060   |
| Tom Moore       | Personal                 | High School Math Teacher | Wheatridge High School    | 303-435-3863   |
| Chris Courtney  | Professional             | CBOE appeals Coordinator | Jefferson County Assessor | 303-271-8918   |

**MELISSA REED**

6867 Pike Place, Larkspur, CO 80118

303-506-6385

**Professional Summary**

Experienced real property appraiser and supervisor with a deep understanding of property tax assessments and valuation methodologies. Adept at analyzing complex real estate data, ensuring compliance with tax regulations, and leading teams in large-scale assessments. Strong decision-making skills, with a proven ability to resolve tax disputes fairly and efficiently.

**Work Experience****Department of Finance – Assessment Division****Real Property Appraiser Supervisor** Denver, CO 2013 – Sept 30, 2021

- Led a team of appraisers in valuing all attached row homes and condos throughout Denver, ensuring fair and equitable property tax assessments.
- Oversaw complex appraisal cases, resolving disputes through expert analysis and policy interpretation.
- Provided guidance on regulatory compliance, tax appeals, and valuation methodologies.

**Real Property Appraiser** Denver, CO Oct 1, 2007 – 2013

- Conducted in-depth property assessments, determining accurate valuations for residential properties.
- Collaborated with tax officials and property owners to resolve disputes and ensure compliance.
- Delivered expert reports supporting valuation decisions and tax assessments.

**Property Advantage Appraisals****Residential Appraiser** Aurora, CO May 2006 – Sept 2007

- Performed market analysis and valuations for residential properties, ensuring accurate pricing based on local real estate trends.
- Provided detailed appraisal reports for lenders.

**Education**

- Bachelor of Business Administration, Cum Laude, University of Denver, March 2000
- Associate Degree of General Studies, Arapahoe Community College, August 1990

**License**

- Certified Real Property Appraiser CR.04037789