



2021 Budget Presentation Assessor's Office

Steve Schleiker, El Paso County Assessor

October 20, 2020

Organizational Chart:

- The El Paso County Assessor's Office currently has 51 Full Time Employees and 1 Part Time Employee
 - One of the smallest staffed metro offices
 - Largest county with over 300,000 parcels
 - El Paso County is continually in top 10 National real estate market last 5 years
 - Providing more to our citizens with less



Valuable Assets:

- When it comes to our organization's most valuable assets, a lot of areas come to mind. Real estate and business personal property owned might take the top spot. But that's not even close to our organization's most valuable asset. The answer is the several thousand of employees that make up our workforce. Therefore, it is our job as elected officials and department heads to invest in our people
- However, today, it's considered to be the knowledge of our employees and their productivity. All intangible assets such as road maintenance, police protection, property valuations, tax collections, motor vehicle registrations are done by our employees. Therefore, it is our employees that matter most.



Valuable Assets:

- Our employees champion our business and determine our success or failure of it. The work they do determines what customers and partners see, so it's important we treat our employees with the value they bring. Employees leading an organization might be able to be replaced physically, but their skillsets and knowledge can't be. This is because each person hired brings a different set of skills to the table even though the job yields the same set of skills
- Employee efficiency and talent determines the pace and growth of an organization. Our employees have been resolute, diligent, and dedicated during this COVID-19 pandemic and continues to meet many of the needs and concerns of our customers



Reasons our employees are considered invaluable assets:

- Essential to providing goods or services
 - Our staff produce the final product from El Paso County Government
- El Paso County employees are the first customer for our organization
 - If El Paso County does not have a happy and satisfied employee, they will not deliver performance-oriented results
- Many of our employees continue to give over 100% to our organization
 - No matter the size of our organization, success is the result of continuous hard and smart efforts put in by happy and valued employees
- Our employees are the face of El Paso County government
 - The satisfaction level of our employees matters!



Reasons our employees are considered invaluable assets:

- They are the nurturers of our organization
 - Our employees are the ones who give their heart and soul to our organization
- Skilled people with knowledge
 - The most irreplaceable factors employees bring to the table are their skillsets. Their skills include training and development programs, experience in a specific field, and an understanding of our organizational culture, systems, and work procedures
- Employees are the base of a strong and long-running organization
 - Employees run the organization, no matter what level
- Motivated employees make a significant difference
 - Employees reach new targets, meet customers' demands and needs, develop new and innovative products, and perform enormous and huge efforts to achieve El Paso County's objectives



In-Closing:

- In closing, I respectfully request you continue to invest in our most valuable asset and approve the ‘proposed’ 2% employee cost of living increase



Questions?

