

Google Survey 2026

A survey conducted by the Maine Chapter of the IAAO to better understand current retirement trends, career satisfaction, and to explore reasons many Maine assessors may (or may not) work longer than individuals in other professions.

Maine Assessor Longevity



What was your original career choice?

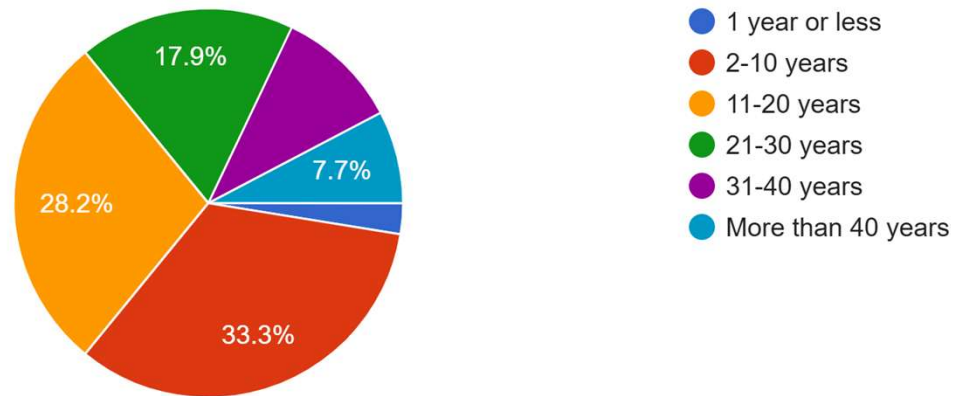
PARK RANGER, ASSESSING, SURVEYOR, EQUITIES TRADER, COMPUTER OPERATOR (MAINFRAME COMPUTERS), ARCHITECT, EMT/FIREFIGHTER, WRITING, COLLEGE MATH PROFESSOR, ENGINEER, GIS, MEDICAL OFFICE ASSISTING, AUDITOR, SECRETARY/ADMINISTRATIVE ASST, APPRAISER, ENGINEERING, REALTOR, MILITARY, TRAVEL AGENT, TOWN MANAGER, CULINARY EXPERT, FLIGHT ATTENDANT, GRAPHIC ARTS, MEDICAL PROFESSIONAL, PARALEGAL, INSURANCE, BUT LIKE A LOT OF CAREERS, I FELL INTO (ASSESSING), LAWYER, BAGGER AT MARTIN`S GROCERY STORE, NONPROFIT WORK, DATABASE DEVELOPER, REAL ESTATE APPRAISER, UNTIL I BECAME THE ASSESSORS AGENT I DID NOT HAVE A CLEAR CAREER CHOICE, MEDICAL FIELD (MEDICAL EXAMINER OR VETERINARIAN), BUSINESS, ACCOUNTING, LAWYER, FORESTRY, CHEMIST, WANTED TO BE AN ARCHITECT BUT ENDED UP WORKING IN RETAIL

How did you get into assessing?

MOVED FROM FEE APPRAISER TO STAFF APPRAISER IN AN ASSESSING OFFICE, RIGHT OUT OF HIGH SCHOOL ASSESSING, APPRAISING, BROKERING, CLASS FULL ASSESSING HAD MAPPING, SOLICITED FROM REAL ESTATE APPRAISER IN 2003, FREEPORT ASSIST ASSESSOR RETIRED, I APPLIED, I CAME FROM MORTGAGE/LOANS IN BANKING AND MY LOCAL CITY WAS HIRING AN APPRAISER., ASSESSING OFFICE NEEDED SOMEONE FOR DATA ENTRY PART-TIME, BEATS ME, BY CHANCE - IT WAS AN AVAILABLE JOB, PART-TIME WORK FOR FAMILY, TAX SCHOOL WAS IN ORONO WHERE I LIVED, PROMOTION WITHIN MUNICIPAL GOVT, CHANCE, WORKED AS DEPUTY TAX COLLECTOR, THEN OPENING AS ADMIN IN ASSESSING, WANTED A STEADIER CAREER, APPEALED BY HOMES LOCAL VALUATION, REAL ESTATE, THERE WAS AN OPENING IN MY MUNICIPALITY FOR AN ASSISTANT WHEN I WAS JOB SEARCHING, MY MOTHER-IN-LAW WAS A MAINE ASSESSOR, WORKED FOR MRS ON LEGISLATIVE ISSUES RELATED TO PROPERTY TAX, TOOK A TEMPORARY POSITION WHILE SOMEONE WAS ON MEDICAL LEAVE, HAD PART TIME JOB IN ASSESSING AND LOVED IT, LOCAL CLERICAL POSITION, ADULT LEARNER DEGREE PATH MOVED BE TOWARDS PUBLIC SERVICE INSTEAD. FIRST OPEN POSITION WAS W/IN ASSESSING., RELATIVE SUGGESTION, I REALLY LIKED MAPPING AND HAD EXPERIENCE WITH VALUES OF PROPERTIES AND WANTED TO GIVE IT A TRY., REAL ESTATE BUT NOT INTERESTED IN BEING A SALES PERSON, MY FATHER-IN- LAW STARTED PARKER APPRAISAL CO AND I WENT TO WORK FOR HIM!!!, CHILD OF MUNICIPAL EMPLOYEES INCLUDING ASSESSOR-SELECTMAN, TOOK AN ENTRY LEVEL PART-TIME JOB OPENING IN MY TOWN'S ASSESSING DEPT WHEN I RETURNED TO WORK AFTER TAKING TIME OFF FOR KIDS, NATURAL CAREER CHOICE CHANGE/SKILL SET, JOB OPPORTUNITY AROSE AND I TOOK IT., UNINTENTIONAL/OPPORTUNITY PRESENTED, BUCKFIELD NEEDED HELP, I WORKED WITH TRIO SOFTWARE AND WAS LOOKING FOR CHANGE. I SAW THERE WAS A NEED FOR ASSESSORS SO THOUGHT I WOULD GIVE IT A TRY., I WAS AN APPRAISER AND A FRIEND WORKING IN AN ASSESSING OFFICE TOLD ME ABOUT AN OPENING, TEMP SERVICE, FRIEND RECOMMENDED IF INTERESTED IN CAREER CHANGE, EXPLORING CAREERS TO GET BACK INTO BUILDING TRADES

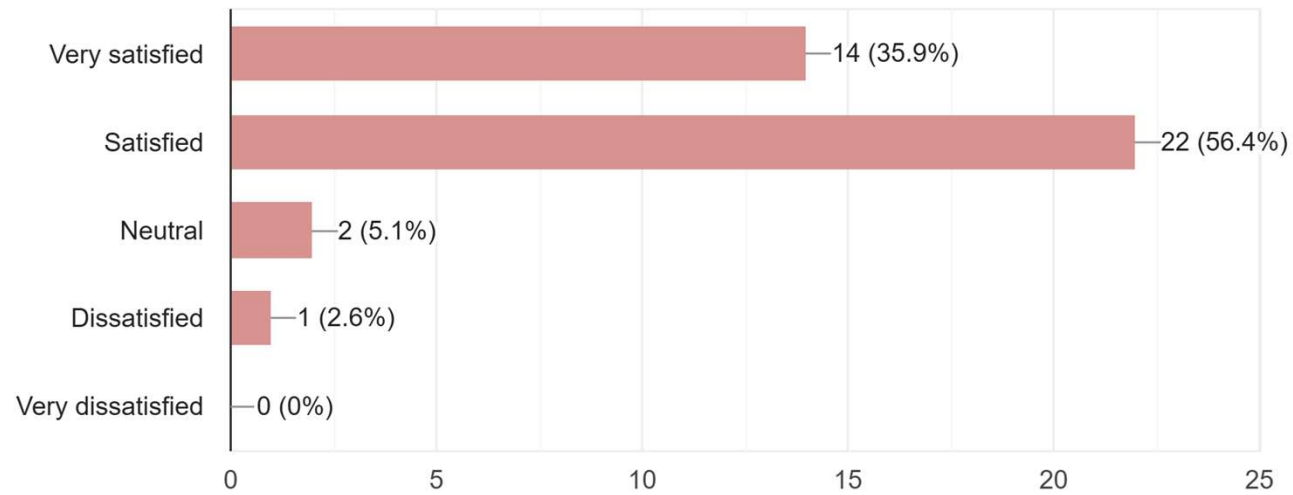
3. How many years have you worked in the assessing field?

39 responses



4. How would you rate your overall job satisfaction as an assessor?

39 responses



What aspects of your work contribute most to your job satisfaction?

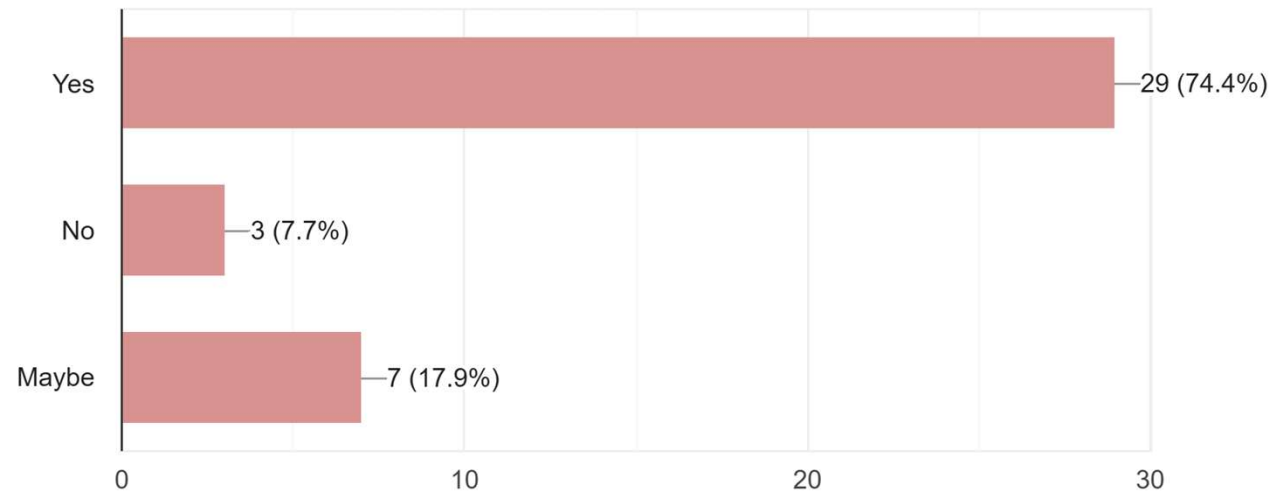
WIDESPREAD MISINFORMATION ABOUT ASSESSING, HELPING TAXPAYERS, PEOPLE WHO HATE GOVERNMENT, COMMUNICATION WITH PUBLIC, COMBATIVE PEOPLE, WHEN YOU CAN'T HELP PEOPLE, FIGURING OUT WHERE THE ASSESSING SKELETONS ARE HIDDEN, RESIDENTS' OPINIONS OF VALUE AND POLITICAL ROADBLOCKS, THE PEOPLE, NOT TELLING THE ONE OR TWO PERENNIAL COMPLAINERS TO F*** OFF, KEEPING THE CERTIFIED RATIO AT 100% - BETE, PUBLIC, ABATEMENT APPEAL PROCESS., UPPER MANAGEMENT, COMMUTING, HOURS, TAXPAYER MISUNDERSTANDINGS, THE AMOUNT OF WORK/NO SUPPORT STAFF, TAXPAYERS NOT UNDERSTANDING THE SCOPE OF OUR WORK, POLITICS, I STILL HAVE A TON TO LEARN, TAXPAYER DISSATISFACTION WITH TAXES, PUBLIC PERCEPTION, POLITICS AND SOCIAL MEDIA, GETTING RESIDENTS TO UNDERSTAND SPENDING IS THE ISSUE NOT ASSESSMENT, CONSTANT CHANGES BY THE STATE THAT WERE NOT THOUGHT OUT, LOCAL POLITICS, PEOPLE. ALL DAY. EVERY DAY. ALWAYS THE PEOPLE, POLITICS/ADMINISTRATION, CHALLENGING TAXPAYERS, THE RECENT MARKET DRIVING UP COSTS FOR EVERYONE, SOME CHANGING LEGISLATION THAT MAKES OUR JOBS HARDER, TRANSITIONING TO MUNICIPAL WORK, WORKING WITH INCAPABLE OFFICERS, HEARINGS AFTER REVALUATIONS, THE IMPACT OF RECENT EXTREME VALUATION CHANGES ON RESIDENT TAXPAYERS., PEOPLE (I'M INTROVERTED) AND MY MANAGER'S MANAGEMENT STYLE, INADEQUATE STAFFING FOR VOLUME OF PERMITS, DIFFICULT PEOPLE, THE QUALITY VS QUANTITY STRUGGLE., ABATEMENTS, I DO NOT ENJOY THE INTERACTIONS WITH ANGRY TAXPAYERS., TAXPAYERS AND MANAGEMENT WHO DON'T UNDERSTAND ALL THAT GOES INTO ASSESSING, PROPERTY OWNERS THAT WANT TO ARGUE., DEALING WITH ADMINISTRATION OUTSIDE THE ASSESSING OFFICE, TIGHT TIMELINES IN THE SPRING

What aspects of your work are most challenging?

FEELING LIKE I AM MAKING A DIFFERENCE TO OTHERS., HELPING TAXPAYERS, ABLE TO ADJUST VALUES BASED ON MARKET AND MAKE IT AS FAIR AS POSSIBLE, PUBLIC SERVICE, ACCOMPLISHING TASKS, ASSISTING PEOPLE, I'M MY OWN BOSS (DEPT OF ONE), THE MATHEMATICS AND ABILITY TO LEAVE THE OFFICE., THE PEOPLE, WHEN SOMEONE SHOWS APPRECIATION FOR THE ASSISTANCE THEY RECEIVED, STATE REGULATIONS/STATUTES THAT ARE UNCLEAR, PUBLIC, FIELD WORK, PAY, BENEFITS, BEING GOOD AT MY JOB, DETAIL ORIENTED WORK, COMPLEXITY, THE DATA/WORKING WITH THE COMMUNITY, VARIATION IN TASKS, BEING A PART OF A TEAM, LEGAL ISSUES AND STATISTICAL INFORMATION, CONSISTENCY, SUPPORTIVE WORK ENVIRONMENT, CONTRIBUTING TO FAIR & EQUITABLE ASSESSMENTS / RELIABLE CUSTOMER SERVICE / ENSURING ACCURATE RECORDS, SEEING TRENDS, LEARNING NEW THINGS, WORKING WITH RESIDENTS, PROBLEM SOLVING AND HELPING EXPLAINING THE PROCESS TO TAXPAYERS, PUBLIC INTERACTION & EDUCATION/MENTORING, PROVIDING AN EQUITABLE SERVICE TO A COMMUNITY. SOLVING DIFFICULT PUZZLES CONCERNING REAL ESTATE., BEING A TAXPAYER ADVOCATE, VARIETY OF WORK, HELPING THE COMMUNITY, MAPPING AND A SUPPORTIVE ENVIRONMENT, DOING THE ASSESSING WORK; VALUATIONS, DATA ANALYSIS, ALWAYS MEETING DIFFERENT PEOPLE EVERY DAY, OTHER ASSESSORS! THE BASIC CHALLENGE OF "GETTING IT RIGHT" - AND THE ONGOING RELIEF OF GETTING TO TRY AGAIN NEXT YEAR. INTERESTING CONSTITUENTS., I LIKE DATA ANALYSIS, PROBLEM SOLVING, AND THE VARIETY OF WORK, FIELD INSPECTIONS/RESIDENT INTERACTION, MARKET ANALYSIS, ALWAYS NEW SITUATIONS, GREAT MIX OF FIELD/DESK WORK, AUTONOMY, FLEXIBEL SCHEDULE,, OUR TEAM AT THE OFFICE, I ENJOY WORKING WITH THE DATA., THE PEOPLE I WORK WITH, EDUCATING THE PUBLIC ON THE ASSESSING PROCESS, HELPING HOMEOWNERS BY ANSWERING THEIR QUESTIONS., INTERACTING WITH PROPERTY OWNERS, FINDING THE ANSWERS DOWN A RABBIT HOLE

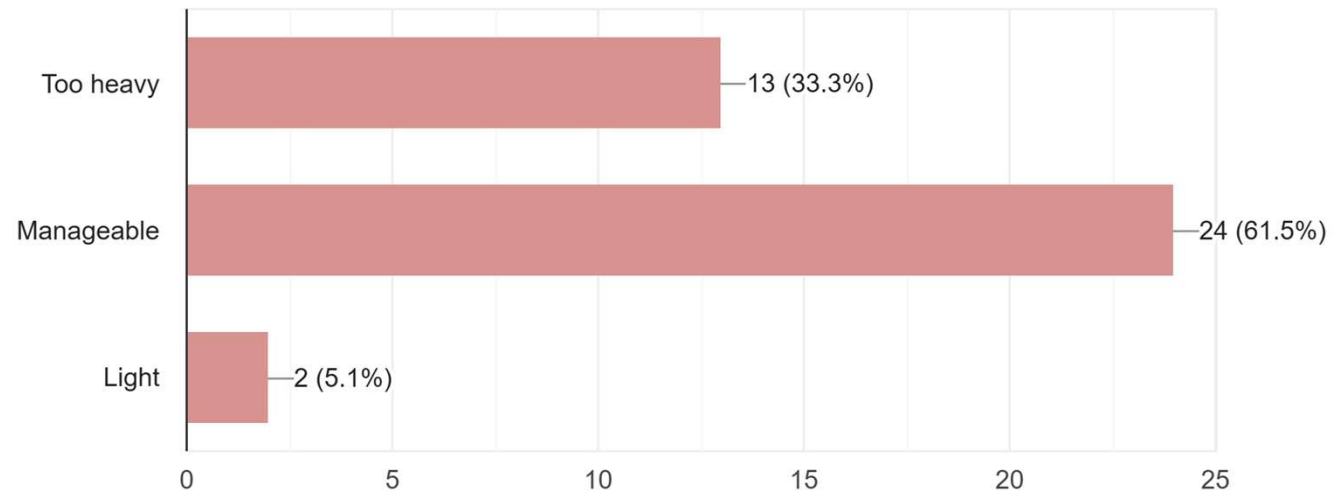
7. Do you expect to continue your career as an assessor until you retire?

39 responses



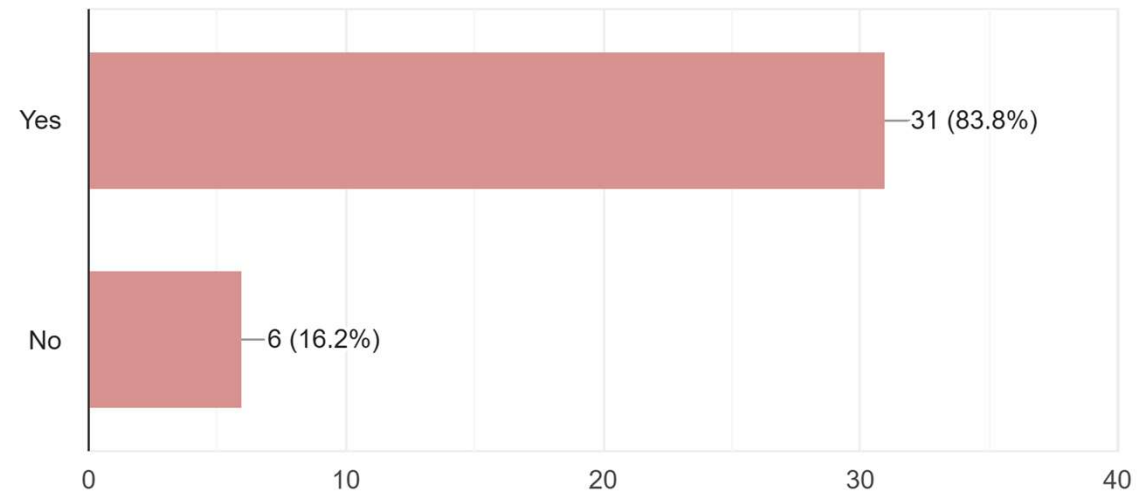
8. How would you describe your current workload?

39 responses



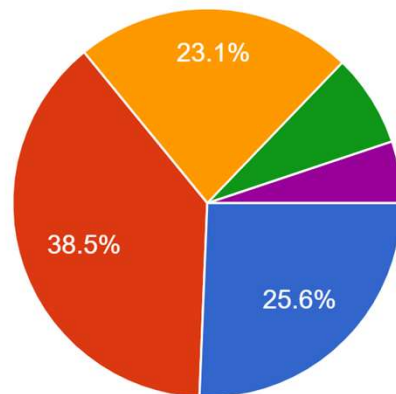
9. Do you feel supported by your municipality or organization?

37 responses



10. I plan to retire at:

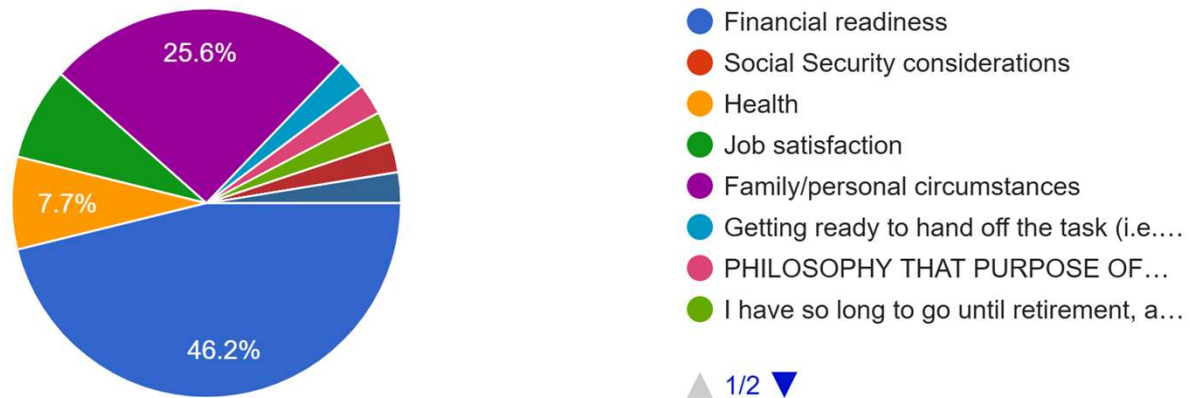
39 responses



- 62 years or sooner
- 63–66 years
- 67–70 years
- 70 or more years
- I've given little or no thought to retirement

11. What are the strongest factors influencing your retirement timing?

39 responses



In your opinion, do you think assessors remain in the profession longer than workers in other fields? Why or why not? (1 of 4)

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- I DO THINK THEY ARE ABLE TO WORK LONGER. ASSESSING IS A PROFESSION THAT RELIES ON EXPERIENCE AND SKILL; ONCE ACQUIRED ASSESSORS ARE ESSENTIAL WORKERS IN MUNICIPAL GOVERNMENT.
 - YES BECAUSE WE BELIEVE IN WHAT WE DO
 - YES HAPPY WITH THE JOB
 - YES. IT IS IN THEIR BLOOD.
 - AFTER YRS OF EXPERIENCE, THE TASK BECOMES EASIER AND THE PAY GOES UP (IN MOST CASES)
 - I'VE WORKED IN RETAIL, BANKING, AND HEALTHCARE, THIS JOB IS THE ONLY ONE I HAVE SEEN A LARGE BASE OF MORE SENIOR WORKERS, WHO ARE ALSO ALL ACCEPTED AS ESSENTIAL AND EXPERTS IN THE FIELD. IN MANY PROFESSIONS AS YOU GET OLDER YOU AREN'T SEEN AS PROFICIENT IN THE JOB ANYMORE, BUT ASSESSING CORRECTLY (IN MY OPINION) GIVES THE CORRECT WEIGHT TO THE BENEFIT OF EXPERIENCE. I BELIEVE THIS IS A DRIVING FACTOR TO PEOPLE STAYING IN ASSESSING LONGER THAN OTHER FIELDS.
 - MAYBE, BUT MANY ASSESSORS SEEM TO BE GETTING INTO THE PROFESSION LATER IN LIFE
 - I HAVEN'T A CLUE
 - I THINK THAT ASSESSING HAS BECOME SO COMPLICATED THAT PEOPLE DON'T WANT TO CONTINUE
 - YES, BECAUSE THE WORK IS AWESOME
 - PERCEPTION IS ON PAR WITH OTHER PROFESSIONS.
 - UNSURE
 - YES. UNDERPAID.

In your opinion, do you think assessors remain in the profession longer than workers in other fields? Why or why not? (2 of 4)

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- IN MY LIMITED EXPERIENCE, YES. I COULDN'T SAY WHY DEFINITELY, BUT THEY SEEM TO REALLY ENJOY THEIR WORK.
 - I THINK THE PROFESSION IS SIMILAR TO OTHER CAREERS
 - MANAGEABLE WORKLOAD AND HOURS
 - I ONLY HAVE LIMITED EXPERIENCE WITHIN THE FIELD, BUT IT DOES SEEM TO ME THAT MANY ASSESSORS ARE OF RETIREMENT AGE OR OLDER. I DO NOT KNOW WHY SO MANY ASSESSORS SEEM TO CONTINUE WORKING SO LONG. I SUPPOSE MANY OF THEM ARE PASSIONATE ABOUT THEIR WORK. THERE ARE ALSO MANY SMALLER MUNICIPALITIES THAT ONLY HIRE A PART TIME OR CONTRACT ASSESSOR/AGENT SO THERE ARE OPPORTUNITIES FOR A SUPPLEMENTAL INCOME TO RETIREMENT WITH REDUCED WORK HOURS.
 - YES, I THINK SO DUE TO STABILITY, LONG TIME WORKING RELATIONSHIPS WITH CUSTOMERS AND CO-WORKERS, KNOWLEDGE LEARNED OVER TIME, DESIRE TO SERVE YOUR COMMUNITY.
 - I THINK THEY START LONGER. MY GUESS IS THAT MOST GET UNTIL THE FIELD BY ACCIDENT AND DO NOT FIND THEIR "BIG" JOB WITH BENEFITS, ETC. UNTIL LATER MAKING IT HARDER TO RETIRE EARLY.
 - YES, THERE ARE SO FEW OF US IT IS FINANCIALLY BENEFICIAL TO CONTINUE WORKING
 - NOT SURE.
 - YES. NETWORKING/SUPPORT/SELF SATISFACTION/SALARY
 - HIRED ASSESSORS--NO. CONTRACT ASSESSORS--YES. THE ABILITY TO CONTRACT ALLOWS MORE CONTROL OVER YOUR PROFESSION AND MOST IMPORTANT COMMODITY (TIME). IT PROVIDES A STEADY STREAM OF INCOME W/O THE EXPECTATION OF FULL-TIME SCHEDULING.
 - SOME DO. ASSESSORS ARE A DEDICATED LOT.

In your opinion, do you think assessors remain in the profession longer than workers in other fields? Why or why not? (3 of 4)

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- YES I FEEL THAT THEY REMAIN LONGER THAN OTHER CAREERS, PARTLY BECAUSE THERE ARE NOT MANY YOUNG PEOPLE TO TAKE OVER AND THAT THEY DO ENJOY THE JOB AND COLLEAGUES.
 - YES, ENJOYMENT OF THE WORK OR COMPLACENCY
 - YES
 - YES, I THINK SO. MOST SIGNIFICANTLY, BECAUSE IT IS POSSIBLE IN THIS PROFESSION TO "DOWNSIZE" AND STILL REMAIN INVOLVED IN THE PROFESSION, BY BECOMING AN ASSESSOR IN A SMALLER COMMUNITY, OR TAKING ON A CONSULTING ROLE. I'M STRUCK BOTH BY STATE (MRS) WORKERS WHO HAVE "RETIRED" TO MUNICIPAL GIGS, AND BY MUNICIPAL ASSESSORS WHO "RETIRE" TO PART-TIME STATE GIGS. I THINK ASSESSORS LIKE THE INDEPENDENCE OF THE WORK (WE ARE THE "DECIDERS" IN OUR FIELD), WHILE STILL REALLY VALUING SERVING THE PUBLIC - EXPLAINING VALUATION, CORRECTING ASSESSMENTS, OR JUST RESEARCHING THE HISTORY OF A PROPERTY (MY FAVORITE ASSESSOR-ADJACENT TASK). I AM VERY APPRECIATIVE THAT OUR PROFESSION HAS ROOM FOR OUR ELDERS AS RESOURCES, THOUGH I DON'T YET KNOW IF I WILL TAKE ADVANTAGE OF THAT WHEN I DECIDE TO RETIRE (I HAVE SO MANY INTERESTS I'D LIKE TO GET TO WORK ON!). IT'S POSSIBLE THAT ANOTHER REASON WE REMAIN IN THE PROFESSION SO LONG IS THAT THIS IS OFTEN A JOB WE "FALL INTO" LATER IN LIFE... THUS WE HAVE TO WORK LONGER TO HAVE SUFFICIENT FINANCIAL RESOURCES/PENSION MAYBE TO RETIRE? THAT'S A FACTOR FOR ME.
 -
 - GENERATIONAL; THOSE IN OURS 60'S YES , YOUNGER PEOPLE NO
 - ASSESSORS WHO HAVE RETIRED CONTINUE TO SHARE THEIR EXPERTISE FOLLOWING RETIREMENT.

In your opinion, do you think assessors remain in the profession longer than workers in other fields? Why or why not? (4 of 4)

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- I THINK IT'S LIKELY A SPLIT; I KNOW MANY ASSESSORS WHO KEEP WORKING WELL PAST THE TYPICAL RETIREMENT AGE. I EXPECT IT IS DUE TO THE COMFORTABLE LEVEL OF JOB SATISFACTION. ON THE OTHER HAND, I KNOW QUITE A FEW WHO RETIRE MUCH MORE EARLY THAN TYPICAL AND IT'S OFTEN BECAUSE THEY CAN "SEMI-RETIRE" (SUPPLEMENT THEIR RETIREMENT WITH PART TIME SELF-EMPLOYMENT/CONSULTANT WORK UNTIL TYPICAL RETIREMENT AGE). I'D BE CURIOUS AS TO WHAT THE STATS TELL US ON THIS.
 - YES, LESS OPTIONS FOR RETIREMENT SAVINGS OTHER THAN SOCIAL SECURITY
 - I THINK THERE IS A SHORTAGE OF ASSESSORS IN MAINE AND THERE IS SO MUCH WORK AVAILABLE THAT MANY ARE WORKING LONGER THAN THEY HAD PLANNED TO KEEP UP WITH THE NEED.
 - YES. ASSESSING IS EXTREMELY SATISFYING AND CHALLENGING WORK. LAWS CHANGE. YOU ARE CONTINUALLY LEARNING THROUGHOUT YOUR CAREER.
 - DON'T KNOW
 - LONGER BECAUSE IT IS MENTALLY CHALLENGING