

# Hiring for a Greener Tomorrow: Cultivating Talent for a Sustainable Future



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As the environmental services sector grows in response to global sustainability goals, the demand for skilled professionals is rising. Organizations are seeking talent that understands the technical demands of the field and shares a passion for environmental impact.

## The Growing Need for Green Talent

Environmental services cover a wide range of specialties, including air and water quality, hazardous waste disposal, and ecological restoration. Companies are looking for professionals with backgrounds in engineering, environmental science, compliance, logistics, and operations. Beyond technical skills, they seek



individuals who are adaptable, mission-driven, and ready to contribute to a sustainable future.

## Recruiting Challenges in a Specialized Sector

Recruiting in environmental services presents unique challenges. Many roles require niche expertise, certifications, or field experience that are hard to find. Competition for top talent is increasing as more industries prioritize sustainability. Organizations must identify qualified

candidates and position themselves as attractive employers in a purpose-driven market.

For expert assistance in building your environmental services team, connect with Executive Recruiter, Kerry Young, at 631-406-4722 or by email at [kerry@execsallied.com](mailto:kerry@execsallied.com). Our team is ready to support your hiring goals and help you find the talent that drives sustainable impact.

*Contributions provided by  
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# Reviewing And Reducing Real Property Tax Assessments In New York – An Overview



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Property taxes represent one of the largest expenses for New York homeowners, commercial property owners and tenants alike. Since assessments significantly impact annual tax bills, understanding the process and how to review and challenge an assessment is critical to protecting your monetary interests. In New York, local assessors determine assessed values every year utilizing specific assessment dates that vary by assessing jurisdiction. These assessments serve as the foundation for calculating property taxes that fund municipal, school, and special district budgets, as well as other governmental functions. Very often, however, the assessments do not reflect true market conditions and are subject to challenge. This overview provides essential guidance for understanding the assessment system and navigating the grievance and appeals process.

## Common Grounds for Assessment Challenges

Taxpayers seeking to challenge an assessment are generally bound by the provisions of New York's Real Property Tax Law (RPTL). The RPTL provides the grounds for relief and the types of proof required to obtain an assessment reduction. Among the most common claims is that an assessment is either unequal or excessive. An

unequal assessment alleges that the property is being assessed at a higher percentage of its full market value than other properties in the same assessing jurisdiction. An excessive assessment alleges that the assessment is greater than the property's full market value. This often occurs in declining real estate markets or when assessors fail to account for property specific issues such as structural problems, environmental concerns, or functional obsolescence. Under both grounds for relief, it is the taxpayer's burden to prove its claim, in part, by establishing the full market value of the property at issue.

## Valuation Methods

The best indication of a property's value is a recent, arms-length sale of the property. Absent a recent sale, the full market value of the property may be established through three methods of valuation: comparable sales, income capitalization, and reproduction cost less depreciation. Comparable sales is one of the preferred measures of a property's value. Where there is insufficient relevant data, value may be determined by other methods. For instance, the capitalization of income approach is a preferred method of valuing commercial properties that are rented. Where a building is held for the owner's own use, comparable rental data may be used to adequately reflect that property's value. Generally, the capitalization of rental income requires evidence of net rental income and considers the rate of return an investor would expect for money invested in that type of property at a given time. The reproduction cost less depreciation approach to valuation considers the cost to construct the improvement as of a specific date utilizing current labor and material rates. Deductions for depreciation due to economic, physical and functional obsolescence are then

made. Since this method is hypothetical in nature and highly subjective, its use in assessment review cases is uncommon and limited to specialty properties. When establishing market value by any method, the appraisal evidence and expert testimony must relate to the use and condition of the property as of a specific "Taxable Status Date." This date varies by assessing jurisdiction.

## Commencing an Assessment Challenge

Real property taxpayers in New York must follow specific and strict deadlines when challenging assessments that are set every year. These deadlines vary throughout the state by assessing jurisdiction. The process begins with the timely filing of a complaint or grievance with the local assessment review board. Missing this deadline typically means that you must wait until the following year to challenge that year's assessment. If a timely grievance is properly filed, but is unsuccessful, a timely appeal must be filed in state court.

## Strategy for Maximizing Success

A successful assessment appeal requires adherence to strict filing deadlines, compelling evidence and thorough preparation. Seeking the help of an attorney with experience in tax assessment law is crucial. They understand local assessment practices, have cultivated relationships with public and private tax assessment professionals and can properly evaluate a case before a grievance is even filed.