

## COMPARISON OF HEARING OFFICER QUALIFICATIONS<sup>1</sup>

<b>Jurisdiction</b>	<b>Degree or License</b>	<b>Experience</b>	<b>Additional Training/ Experience</b>	<b>Remuneration</b>
<b>Mountain View RHDRP</b>	JD Degree	Experience as a hearing officer or arbitrator in a mandatory rental dispute program	Completion of an orientation and training session for the RHDRP	Contracted with Project Sentinel;  Compensation \$600 per hearing
<b>Berkeley</b>	Equivalent to a JD Degree  Member California State Bar	2 years' experience in litigation, administrative law or mediation		Employed by city;  Compensation \$50.61 - \$62.90/hr
<b>East Palo Alto</b>	JD Degree  Member California State Bar	3 years minimum state bar membership	Demonstrated expertise in the area of public agency administrative hearings, such as having successfully conducted administrative hearings for public agencies	Contracted directly with city;  Compensation \$150/hr, capped at 10 hours unless additional time authorized
<b>Hayward</b>	JD Degree and completion of a "formal" course of training in arbitration that would provide the knowledge and skills necessary to conduct a rent arbitration  Member California State Bar	Completion of at least 3 arbitration hearings for a superior court or other public entity, which involved issues similar to those raised in a rent dispute arbitration		Contracted with Project Sentinel;  Compensation \$800 per hearing
<b>Oakland</b>	Combination of education and experience "equivalent" to JD Degree	4 years of "progressively responsible" legal experience or comparable experience; experience conducting hearings and mediations highly desirable		Full-time employment by city;  Compensation \$8,484-\$10,417 range per month

<sup>1</sup> The title for this position varies depending on the jurisdiction. The various titles include "arbitrator," "hearing examiner," and "hearing officer".

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<b>Richmond</b>	Currently relying on the University of Pacific to supply hearing officers on a temporary basis	Using attorneys provided by University of the Pacific, working now to develop long-term alternative		Contracted with the University of the Pacific;  Compensation \$220/hr.
<b>San Jose</b>	Member AAA Arbitration Panel; OR  JD Degree which includes course on arbitration;  [Must be a member of state bar to work on Mobile home park hearings	Completed at least 3 arbitration hearing for a public entity such as the Superior Court  Completed 40 hour basic mediation training course;  Successfully mediated rental disputes, or similar experience	Not own rental property with 3 or more units  Not be an officer or employee of tenant or landlord advocacy group	Contracted directly with city;  Compensation varies, 1-5 units \$500; 6-9 units \$600; 10-16 units \$800; 17 or more units \$1000; and whether there is a service reduction issue; Rate is higher for mobile home park cases
<b>Santa Monica</b>	<i>Note these qualifications are for a Hearing Officer II, this is the only classification they fill:</i> JD or equivalent degree and Member California State Bar	7 years paid legal experience in civil, municipal or administrative law, including experience in conducting administrative hearings or mediations, drafting settlement contracts and interpreting rent control, or housing or similar laws	Completion of a minimum of 25 hrs mediation training	Full-time employment by city;  Compensation \$11,125-\$13,300 per month