

COMPARISON OF HEARING OFFICER QUALIFICATIONS¹

| Jurisdiction | Degree or License | Experience | Additional Training/ Experience | Remuneration |
|--------------------------------|---|--|--|---|
| Mountain View RHDRP | 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 |
| Berkeley | 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 |
| East Palo Alto | 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 |
| Hayward | 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 |
| Oakland | 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 |

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

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|---------------------|--|--|--|--|
| Richmond | 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. |
| San Jose | 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 |
| Santa Monica | <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 |