

Job Code Catalog: Real Estate

As of: 1/1/26

Job Code	Job Title	Salary Plan	Grade
REM010	Mgr, Property Insurance	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary		Entry Qualifications	
Manages and is responsible for property insurance policies, procedures and standards. Manages property program specialists and contractors.		Bachelor's degree and three (3) years of risk management property insurance experience, which includes one (1) year in a managerial or supervisory role.	
Job Code	Job Title	Salary Plan	Grade
REM011	Sr Mgr, Property Insurance	SWD	N
Min Salary \$62,331.12	Mid Salary \$81,955.29	Max Salary \$101,579.45	
Job Summary		Entry Qualifications	
Directs and coordinates the property, assets, liabilities, and insurance programs of property management. Develops, interprets, reviews and revises property insurance policies, procedures and standards. Manages property program specialists and contractors.		Bachelor's degree and five (5) years of risk management property insurance experience, which includes three (3) in a managerial or supervisory role.	
Job Code	Job Title	Salary Plan	Grade
REM012	Dir, Property Insurance	SWD	O
Min Salary \$69,134.16	Mid Salary \$91,309.47	Max Salary \$113,484.78	
Job Summary		Entry Qualifications	
Oversees the property, assets, liabilities and insurance programs of property management. Develops, interprets, reviews and revises property insurance policies, procedures and standards. Manages property program specialists and contractors.		Bachelor's degree and seven (7) years of risk management property insurance experience, which includes five (5) in a managerial or supervisory role.	
Job Code	Job Title	Salary Plan	Grade
REM020	Mgr, Right of Way Svcs	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary		Entry Qualifications	
Manages and coordinates right of way program activities. Supervises and directs the work assignments of right of way staff. Directs subordinate supervisors and staff.		High school diploma/GED and four (4) years of job-related experience, or two (2) years of experience at the lower level Right of Way Spec Spv 2 (REPO24) or position equivalent. Note: Some positions may require state certification as an appraiser.	

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Job Code	Job Title	Salary Plan	Grade
REM021	Sr Mgr, Right of Way Svcs	SWD	N
Min Salary \$62,331.12	Mid Salary \$81,955.29	Max Salary \$101,579.45	
Job Summary		Entry Qualifications	
Directs right of way program activities. Supervises a branch office and directs the work of assigned staff. Directs subordinate managers and staff.		High school diploma/GED, which includes four (4) years in a managerial role or two (2) years of experience at the lower level Mgr, Right of Way Svcs (REM020). Note: Some positions may require state certification as an appraiser.	
Job Code	Job Title	Salary Plan	Grade
REM022	Dir, Right of Way Svcs	SWD	P
Min Salary \$76,821.60	Mid Salary \$101,879.70	Max Salary \$126,937.80	
Job Summary		Entry Qualifications	
Oversees right of way program activities. Supervises through subordinate personnel all units of the right of way office. Provides leadership to subordinate managers and staff.		Bachelor's degree in a related area from an accredited college or university and two (2) years of experience at the lower level Sr Mgr, Right of Way Svcs (REM021) or position equivalent. Note: Some positions may require state certification as an appraiser.	
Job Code	Job Title	Salary Plan	Grade
REM030	Mgr, Housing	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary		Entry Qualifications	
Manages the daily responsibilities of office. Monitors budget revenues and expenses for the office. Supervises the execution of functions necessary for the administration of housing programs. Responsible for maintaining efficient work-in-process. Acts as direct supervisor of office support or field services staff while performing routine personnel duties for assigned staff. Ensures that proper program guidelines and procedures are followed.		High school diploma/GED and six (6) years progressive experience in administration of a housing program or public assistance program, which includes two (2) years in a lead worker, team leader, or supervisory role.	

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Job Code	Job Title	Salary Plan	Grade
REM031	Mgr 2, Housing	SWD	N
Min Salary \$62,331.12	Mid Salary \$81,955.29	Max Salary \$101,579.45	
Job Summary			
Leads the daily responsibilities of the office. Develop and monitor budget revenues and expenses for the office. Supervise the execution of functions necessary for the administration of housing programs. Responsible for maintaining efficient work-in-process. Manages supervisors, office support, and/or field services staff while performing routine personnel duties for assigned staff. Ensures that proper program guidelines and procedures are followed.			
Job Code	Job Title	Salary Plan	Grade
REM032	Sr Mgr, Housing	SWD	O
Min Salary \$69,134.16	Mid Salary \$91,309.47	Max Salary \$113,484.78	
Job Summary			
Directs the overall responsibilities of the office. Develops and monitors budget revenues and expenses for the office. Strategically plans the execution of functions necessary for the administration of housing programs. Responsible for maintaining efficient work-in-process. Provides leadership to managers of office support or field services staff. Ensures that proper program guidelines and procedures are followed.			
Job Code	Job Title	Salary Plan	Grade
REP010	Real Estate Appraiser 1	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary			
Under supervision, learns to review and/or appraise real estate property to determine its value for purchase, sales, investment, mortgage, or loan purposes.			
Entry Qualifications			
High school diploma/GED and eight (8) years experience involved with federal housing programs, social services, community housing, or a related field, which includes three (3) years in a lead worker, team leader, or supervisory role.			
Entry Qualifications			
High school diploma/GED and four (4) years of related managerial experience or two (2) years of experience required at the lower level Mgr 2, Housing (REM031) or position equivalent.			
Entry Qualifications			
High school diploma/GED and one (1) year of professional job-related experience as a real estate appraiser. Note: Some positions may require state certification as an appraiser.			

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Job Code	Job Title	Salary Plan	Grade
REP011	Real Estate Appraiser 2	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary			Entry Qualifications
Under general supervision, reviews and/or appraises real estate property to determine its value for purchase, sales, investment, mortgage, or loan purposes.			High school diploma/GED and two (2) years of experience in inspection and appraisal practices or a directly related area. Note: Some positions may require a state certification as an appraiser. Note: An equivalent combination of knowledge, education, job or intern experience, training, or certifications that provides the necessary knowledge and skills to successfully perform the job at the level listed may be substituted year-over-year.

Job Code	Job Title	Salary Plan	Grade
REP012	Real Estate Appraiser 3	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary			Entry Qualifications
Under broad supervision, reviews and/or appraises real estate property to determine its value for purchase, sales, investment, mortgage, or loan purposes. Assists in the supervision of lower level appraisers. May serve in a lead role.			High school diploma/GED and three (3) years of experience in inspection and appraisal practices or a directly related area. Note: Some positions may require a state certification as an appraiser. Note: An equivalent combination of knowledge, education, job or intern experience, training, or certifications that provides the necessary knowledge and skills to successfully perform the job at the level listed may be substituted year-over-year.

Job Code	Job Title	Salary Plan	Grade
REP013	Real Estate Appraiser Spv	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary			Entry Qualifications
Supervises, guides, and/or instructs the work assignments of subordinate staff. Oversees the appraisal of real estate property to determine its value for purchase, sales, investment, mortgage, or loan purposes.			High school diploma/GED and five (5) years of experience in inspection and appraisal practices or a directly related area or two (2) years of experience at the lower level Real Estate Appraiser 3 (REP012) or position equivalent. Note: An equivalent combination of knowledge, education, job or intern experience, training, or certifications that provides the necessary knowledge and skills to successfully perform the job at the level listed may be substituted year-over-year.

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Job Code	Job Title	Salary Plan	Grade
REP020	Right of Way Spec 1	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary		Entry Qualifications	
Under supervision, provides real estate services for the settlement and acquisition of property for right of way.		High school diploma/GED; or one (1) year of job-related experience performing related real estate services.	
Job Code	Job Title	Salary Plan	Grade
REP021	Right of Way Spec 2	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary		Entry Qualifications	
Under general supervision, provides real estate services for the settlement and acquisition of property for right of way. Prepares right of way cost estimates and assists with appraisals.		High school diploma/GED; or one (1) year of job-related experience or State Registered Real Property Appraiser or State Certified Residential Real Property Appraiser and one (1) year of job-related experience; or one (1) year of experience at the lower level Right of Way Spec 1 (REP020) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
REP022	Right of Way Spec 3	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary		Entry Qualifications	
Under broad supervision, responsible for providing real estate services for the settlement, acquisition, or condemnation of property for right of way. Negotiates and closes complex property settlements and appraisals.		High school diploma/GED; or two (2) years of job-related experience or State Registered Real Property Appraiser or State Certified Residential Real Property Appraiser and one (1) year of job-related experience; or one (1) year of experience at the lower level Right of Way Spec 2 (REP021) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
REP023	Right of Way Spec Spv 1	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary			
Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises a team of right of way specialists and/or manages consultants in the acquisition of real property for right of way. Performs functions necessary to initiate and complete projects. Approves and justifies counter offer options. Makes a final administrative appeal contact on parcels for which the negotiator has not obtained an option. Attends meetings and interviews job applicants. Complies, approves, and submits status reports, certification reports, payrolls, leave requests and miscellaneous reports. May also serve in a lead role.			
Entry Qualifications			
High school diploma/GED; or and three (3) years of job-related experience or State Registered Real Property Appraiser or State Certified Residential Real Property Appraiser and three (3) years of job-related experience; or one (1) year of experience at the lower level Right of Way Spec 3 (REP022) or position equivalent.			
Job Code	Job Title	Salary Plan	Grade
REP024	Right of Way Spec Spv 2	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary			
Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises the provision of real estate services for the settlement, acquisition, or condemnation of property for right of way. Negotiates and closes complex property settlements and appraisals.			
Entry Qualifications			
High school diploma/GED; or four (4) years of job-related experience or State Registered Real Property Appraiser or State Certified Residential Real Property Appraiser and four (4) years of job-related experience; or one (1) year of experience at the lower level Right of Way Spec Spv 1 (REP023) or position equivalent.			
Job Code	Job Title	Salary Plan	Grade
REP030	Housing Loan Spec 1	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary			
Under supervision, evaluates, authorizes, or recommends approval of loans. Advises borrowers on financial status and methods of payments.			
Entry Qualifications			
High school diploma/GED and four (4) years of experience in real estate; or directly job-related experience.			

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Job Code	Job Title	Salary Plan	Grade
REP031	Housing Loan Spec 2	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary			Entry Qualifications
Under general supervision, evaluates, authorizes, or recommends approval of loans. Advises borrowers on financial status and methods of payments.			High school diploma/GED and five (5) years of experience in real estate; or directly job-related experience; or one (1) year of experience at the lower level Housing Loan Spec 1 (REP030) or position equivalent.
Job Code	Job Title	Salary Plan	Grade
REP032	Housing Loan Spec 3	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary			Entry Qualifications
Under broad supervision, evaluates, authorizes, or recommends approval of loans. Advises borrowers on financial status and methods of payments.			High school diploma/GED and six (6) years of experience in real estate; or directly job-related experience; or one (1) year of experience at the lower level Housing Loan Spec 2 (REP031) or position equivalent.
Job Code	Job Title	Salary Plan	Grade
REP033	Housing Loan Spec Spv	SWD	M
Min Salary \$56,310.72	Mid Salary \$73,677.24	Max Salary \$91,043.76	
Job Summary			Entry Qualifications
Supervises, guides, and/or instructs the work assignments of subordinate staff. Oversees the evaluation, authorization, or recommendation approval of loans. Advises borrowers on financial status and methods of payments.			High school diploma/GED and seven (7) years of experience in real estate; or directly job-related experience; or one (1) year of experience at the lower level Housing Loan Spec 3 (REP032) or position equivalent.
Job Code	Job Title	Salary Plan	Grade
REP040	Property Mgt Spec 1	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary			Entry Qualifications
Under supervision, plans, directs, or coordinates activities related to the management and rental of investment property and real estate management.			High school diploma/GED and one (1) year of experience in commercial real estate, space management or space allocation.

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Job Code	Job Title	Salary Plan	Grade
REP041	Property Mgt Spec 2	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary		Entry Qualifications	
Under general supervision, plans, directs, or coordinates activities related to the management and rental of investment property and real estate management.		High school diploma/GED and two (2) years of experience in commercial real estate, space management or space allocation.	
Job Code	Job Title	Salary Plan	Grade
REP042	Property Mgt Spec 3	SWD	K
Min Salary \$44,998.81	Mid Salary \$59,143.37	Max Salary \$73,287.92	
Job Summary		Entry Qualifications	
Under broad supervision, plans, directs, or coordinates activities related to the management and rental of investment property and real estate management. May also serve as a lead worker.		High school diploma/GED and four (4) years of experience in commercial real estate, space management, or space allocation; or two (2) years of experience at the lower level Property Mgt Spec 2 (REP041) or position equivalent.	
Job Code	Job Title	Salary Plan	Grade
REP043	Property Mgt Spec Spv	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Supervises the planning, direction, or coordination of activities related to the management and rental of investment property and real estate management.		High school diploma/GED and six (6) years of experience in commercial real estate, space management, or space allocation; or two (2) years of experience at the lower level Property Mgt Spec 3 (REP042) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
REP060	Housing Processor 1	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary			Entry Qualifications
Under supervision, receives and addresses inquiries from the public, processes and accumulates documentation to substantiate housing eligibility. May involve evaluating initial inquiries, administering waiting lists, collecting completed applications for assistance, third party verification of income, citizenship status, family composition, preference status, and obtaining documentation. May processes documentation substantiating changes in family status, lease terms, subsidy payments, property ownership changes, and other issues.			High school diploma/GED and one (1) year of job-related experience or two (2) years of job-related experience.
Job Code	Job Title	Salary Plan	Grade
REP061	Housing Processor 2	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary			Entry Qualifications
Under general supervision, processes and accumulates documentation to substantiate housing eligibility. May involve evaluating initial inquiries, administering waiting lists, collecting completed applications for assistance, third party verification of income, citizenship status, family composition, preference status, and obtaining documentation. Processes documentation substantiating changes in family status, lease terms, subsidy payments, property ownership changes, and other issues. May start to learn about task involving field casework.			High school diploma/GED and two (2) years of job-related experience or three (3) years of job-related experience.
Job Code	Job Title	Salary Plan	Grade
REP062	Housing Counselor 1	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	
Job Summary			Entry Qualifications
Under broad supervision, performs tasks necessary to provide rental subsidies to qualified participants. Responsibilities include performing tenant family casework, inspecting housing units for compliance, conducting briefing/training sessions for participants and landlords, and completing documentation.			Associate degree from an accredited college or university and three (3) years of job-related experience.

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Job Code	Job Title	Salary Plan	Grade
REP063	Housing Counselor 2	SWD	L
Min Salary \$50,982.94	Mid Salary \$66,351.55	Max Salary \$81,720.15	
Job Summary		Entry Qualifications	
Under limited supervision, performs tasks necessary to provide rental subsidies to qualified participants. Responsibilities include performing tenant family casework, inspecting housing units for compliance, conducting briefing/training sessions for participants and landlords, and completing documentation. Position incumbents are considered to be the highest-level Subject Matter Experts within this job series and may also serve in a lead role.		Associate degree from an accredited college or university and four (4) years of job-related experience.	
Job Code	Job Title	Salary Plan	Grade
RET010	Real Estate Tech 1	SWD	G
Min Salary \$33,042.45	Mid Salary \$42,703.38	Max Salary \$52,364.30	
Job Summary		Entry Qualifications	
Under direct supervision, leans to plan or coordinate selling, buying, leasing, or governance activities of commercial or residential real estate properties.		High school diploma/GED and one (1) year of experience in commercial real estate, space management or space allocation.	
Job Code	Job Title	Salary Plan	Grade
RET011	Real Estate Tech 2	SWD	H
Min Salary \$35,618.70	Mid Salary \$46,245.72	Max Salary \$56,872.73	
Job Summary		Entry Qualifications	
Under general supervision, plans or coordinates selling, buying, leasing, or governance activities of commercial or residential real estate properties.		High school diploma/GED and two (2) years of experience in commercial real estate, space management or space allocation.	
Job Code	Job Title	Salary Plan	Grade
RET012	Real Estate Tech 3	SWD	I
Min Salary \$38,452.58	Mid Salary \$50,142.29	Max Salary \$61,832.00	
Job Summary		Entry Qualifications	
Under broad supervision, responsible for the planning or coordination of selling, buying, leasing, or governance activities of commercial or residential real estate properties. May also serve as a lead worker.		High school diploma/GED and four (4) years of experience in commercial real estate, space management or space allocation; or two (2) years of experience at the lower level Real Estate Tech 2 (RET011) or position equivalent.	

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Job Code	Job Title	Salary Plan	Grade
RET013	Real Estate Tech Spv	SWD	J
Min Salary \$41,569.83	Mid Salary \$54,428.52	Max Salary \$67,287.20	

Job Summary

Supervises, guides, and/or instructs the work assignments of subordinate staff. Oversees the planning or coordination of selling, buying, leasing, or governance activities of commercial or residential real estate properties.

Entry Qualifications

High school diploma/GED and five (5) years of experience in commercial real estate, space management or space allocation; or three (3) years of experience at the lower level Real Estate Tech 3 (RET012) or position equivalent.