OREGON REAL ESTATE AGENCY

2027-2029

AGENCY REQUEST BUDGET

CERTIFICATION

I hereby certify that the accompanying summary and detailed statements are true and correct to the best of my knowledge and belief and that the accuracy of all numerical information has been verified.

OREGON REAL ESTATE AGENCY	775 SUMMER ST NE SUITE 330 SALEM, OREGON 97301
AGENCY NAME	**AGENCY ADDRESS**
	OREGON REAL ESTATE COMMISISONER
SIGNATURE	**TITLE**

Notice: Requests of agencies headed by a board or commission must be approved by official action of those bodies and signed by the board or commission chairperson. The requests of other agencies must be approved and signed by the agency director or administrator.

X Agency Request

____ Governor's Budget

____ Legislatively Adopted

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LEGISLATIVE ACTION

83rd Oregon Legislative Assembly – 2025 Regular Session

HB 5036 A BUDGET REPORT and MEASURE SUMMARY **Carrier:** Sen. Meek

Joint Committee On Ways and Means

Action Date:	05/09/25
Action:	Do pass the A-Eng bill.
Senate Vote	
Yeas:	11 - Anderson, Bonham, Broadman, Campos, Frederick, Girod, Lieber, Manning Jr, McLane, Smith DB, Sollman
House Vote	
Yeas:	10 - Bowman, Breese-Iverson, Drazan, Evans, Gomberg, Levy E, Owens, Ruiz, Sanchez, Smith G
Exc:	2 - Cate, Valderrama
Prepared By:	Kendra Beck, Department of Administrative Services
Reviewed By:	Twais Broadus, Legislative Fiscal Office

Real Estate Agency
2025-27

This summary has not been adopted or officially endorsed by action of the committee.

Budget Summary*

	2023-25 Legislatively Approved Budget[1]	2025-27 Current Service Level	2025-27 Committee Recommendation	Committee Change from 2023-25 Leg. Approved	
				$ Change	% Change
Other Funds Limited	$ 14,691,991	$ 16,391,518	$ 15,880,214	$ 1,188,223	8.1%
Total	$ 14,691,991	$ 16,391,518	$ 15,880,214	$ 1,188,223	8.1%

Position Summary

Authorized Positions	34	33	32	(2)	
Full-time Equivalent (FTE) positions	34.00	33.00	32.00	(2.00)	

(1) Includes adjustments through January 2025

* Excludes Capital Construction expenditures

Summary of Revenue Changes

The Oregon Real Estate Agency (OREA) is supported solely by Other Funds revenues. Application fees and fees paid for professional licenses by brokers, principal brokers, and property managers account for approximately 97% of all revenue collected. The remaining revenue is derived from charges for services and fines and forfeitures, with all civil penalties transferred to the General Fund. The budget includes the establishment of a fee for registration of residential property wholesalers, which is expected to generate $15,000 Other Funds revenue. With the adoption of the Subcommittee recommendations, OREA’s estimated 2025-27 ending fund balance is approximately three months of operating expenses.

Summary of Transportation and Economic Development Subcommittee Action

The mission of OREA is to provide quality protection for Oregon consumers of real estate, escrow, and land development services balanced with a professional environment conducive to a healthy real estate market. The Agency is responsible for the licensing, continuing education, and enforcement of Oregon’s real estate laws applicable to brokers, property managers, and real estate firms.

The Subcommittee recommended a budget of $15,880,214 Other Funds expenditure limitation and 32 positions (32.00 FTE) for the 2025-27 biennium, which represents an 8.1% increase from the 2023-25 Legislatively Approved Budget. The Subcommittee recommended the following packages:

- Package 070: Revenue Shortfall. This package reduces ongoing Other Funds expenditure limitation by $719,280 by abolishing a Compliance Specialist, adding vacancy savings, and reducing Services and Supplies.

- Package 090: CFO Analyst Adjustment. This package increases Other Funds expenditure limitation by $207,976 to reclassify two positions. This includes the reclassification of an Administrative Specialist 1 to an Administrative Specialist 2 to fix a technical error on a Permanent Finance Plan. The package also includes reclassification of a Business Operations Manager 3 to a Business Operations Administrator 1.

- Package 100: Wholesaler Registration – Fee Establishment. This package establishes a $300 fee for registration and annual renewal of residential property wholesalers, as authorized by House Bill 4058 (2024). It is expected to generate $15,000 in revenue during the 2025-27 biennium and has no associated expenditures.

Summary of Performance Measure Action

See attached Legislatively Adopted 2025-27 Key Performance Measures form.

Oregon Real Estate Agency
Kendra Beck -- 503-400-4747

DESCRIPTION	GENERAL FUND	LOTTERY FUNDS	OTHER FUNDS LIMITED	OTHER FUNDS NONLIMITED	FEDERAL FUNDS LIMITED	FEDERAL FUNDS NONLIMITED	TOTAL ALL FUNDS	POS	FTE
2023-25 Legislatively Approved Budget at Jan 2025 *	$ -	$ -	$ 14,691,991	$ -	$ -	$ -	$ 14,691,991	34	34.00
2025-27 Current Service Level (CSL)*	$ -	$ -	$ 16,391,518	$ -	$ -	$ -	$ 16,391,518	33	33.00
SUBCOMMITTEE ADJUSTMENTS (from CSL)									
SCR 91900-050 - Real Estate Agency									
Package 070: Revenue Shortfalls									
Personal Services	$ -	$ -	$ (505,392)	$ -	$ -	$ -	$ (505,392)	(1)	(1.00)
Services and Supplies	$ -	$ -	$ (213,888)	$ -	$ -	$ -	$ (213,888)		
Package 090: CFO Analyst Adjustments									
Personal Services	$ -	$ -	$ 207,976	$ -	$ -	$ -	$ 207,976	0	0.00
TOTAL ADJUSTMENTS	$ -	$ -	$ (511,304)	$ -	$ -	$ -	$ (511,304)	(1)	(1.00)
SUBCOMMITTEE RECOMMENDATION *	$ -	$ -	$ 15,880,214	$ -	$ -	$ -	$ 15,880,214	32	32.00
% Change from 2023-25 Leg Approved Budget	0.0%	0.0%	8.1%	0.0%	0.0%	0.0%	8.1%	(5.9%)	(5.9%)
% Change from 2025-27 Current Service Level	0.0%	0.0%	(3.1%)	0.0%	0.0%	0.0%	(3.1%)	(3.0%)	(3.0%)

*Excludes Capital Construction Expenditures

Legislatively Approved 2025 - 2027 Key Performance Measures

Published: 5/30/2025 9:13:04 AM

Agency: Real Estate Agency

Mission Statement:

To provide quality protection for Oregon consumers of real estate, escrow and land development services, balanced with a professional environment conducive to a healthy real estate market atmosphere.

Legislatively Approved KPMs	Metrics	Agency Request	Last Reported Result	Target 2026	Target 2027
1. Compliance Rate Achieved - Percent of property managers/principal brokers reviewed who meet compliance within 45 days of a mail-in compliance review.		Approved	100%	90%	90%
2. Percent of investigations completed within 150 days of receipt of complaint.		Approved	85%	80%	80%
4. Percent of licensees who rate the board-administered exam as "good" or "excellent" as an effective screen for competent and ethical professionals.		Approved	72%	75%	75%
5. CUSTOMER SERVICE - Percent of customers rating their satisfaction with the agency's customer service as "good" or "excellent": overall customer service, timeliness, accuracy, helpfulness, expertise and availability of information.	Availability of Information	Approved	93%	93%	93%
	Overall		93%	93%	93%
	Timeliness		93%	93%	93%
	Accuracy		94%	93%	93%
	Expertise		92%	93%	93%
	Helpfulness		93%	93%	93%
3. Case Actions resolved through settlement - Percent of case actions that are resolved through informal settlement resolution and without formal hearing before the Office of Administrative Hearings.		Approved		95%	95%
3. Contested Case Actions resolved through settlement - Percent of contested case actions that are resolved through informal settlement resolution and prior to a formal hearing before the Office of Administrative Hearings.		Legislatively Deleted	98%		

LFO Recommendation:

The Legislative Fiscal Office recommends approval of the proposed Key Performance Measures and targets, including the replacement of KPM #3, “Contested Case Actions resolved through settlement,” with “Case Actions resolved through settlement.”

SubCommittee Action:

The Subcommittee on Transportation and Economic Development approved the Key Performance Measures and targets.

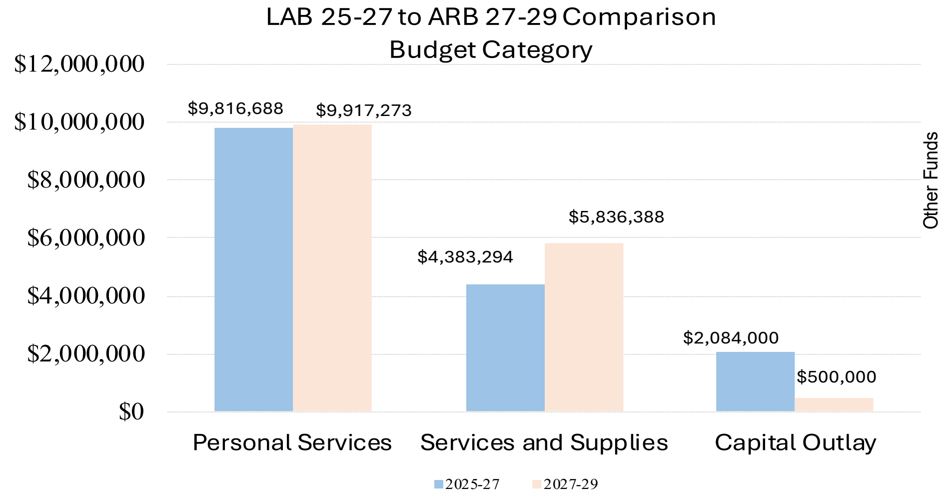
AGENCY SUMMARY

Agency Summary NarrativeBudget Summary Graphics

Agency Request Budget Comparison
(All Other Funds)

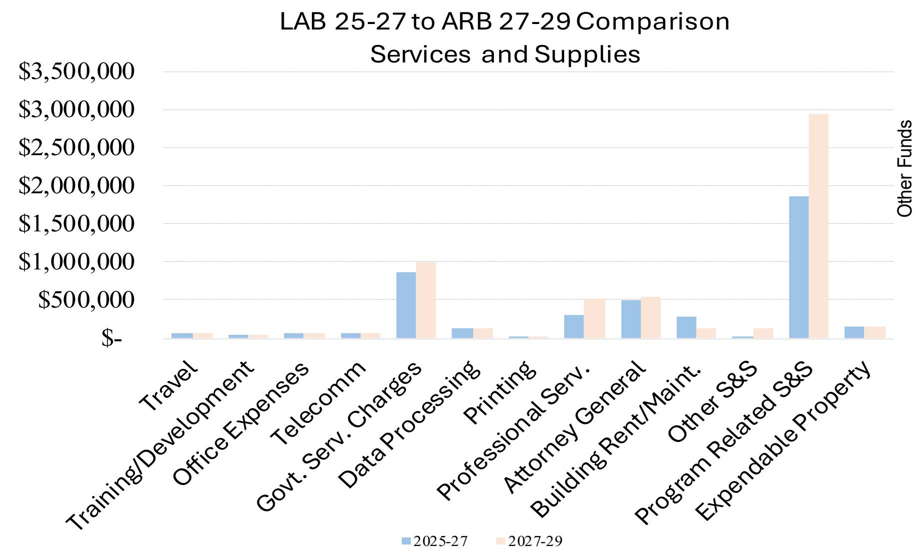
Budget Category

	2025-27	2027-29	Difference
Personal Services	$ 9,816,688	$ 9,917,273	$ 100,585
Services and Supplies	$ 4,383,294	$ 5,836,388	$ 1,453,094
Capital Outlay	$ 2,084,000	$ 500,000	$ (1,584,000)
Total	16,283,982	16,253,661	(30,321)



Services and Supplies

	2025-27	2027-29	Difference
Travel	$ 63,650	$ 66,769	$ 3,119
Training/Development	$ 50,669	$ 51,099	$ 430
Office Expenses	$ 61,467	$ 64,479	$ 3,012
Telecomm	$ 73,181	$ 76,767	$ 3,586
Govt. Serv. Charges	$ 864,686	$ 1,000,205	$ 135,519
Data Processing	$ 123,774	$ 129,839	$ 6,065
Printing	$ 28,144	$ 29,523	$ 1,379
Professional Serv.	$ 309,421	$ 516,695	$ 207,274
Attorney General	$ 495,602	$ 541,693	$ 46,091
Building Rent/Maint.	$ 293,451	$ 134,040	$ (159,411)
Other S&S	$ 5,524	$ 131,950	$ 126,426
Program Related S&S	$ 1,864,786	$ 2,934,241	$ 1,069,455
Expendable Property	$ 148,939	$ 156,237	$ 7,298
Total	$ 4,383,294	$ 5,833,537	$ 1,450,243



Mission Statement & Statutory Authority

The Oregon Real Estate Agency (OREA) licenses and regulates Oregon real estate professionals and administers the state-level approval process for Oregon subdivisions, timeshares, membership campgrounds and condominiums.

The OREA mission is:
Provide quality protection for Oregon consumers of real estate, escrow, and land development services, balanced with a professional environment conducive to a healthy market atmosphere.

The statutes and rules administered by the Agency are:

- Real Estate, Property Management, ORS 696.010 to 696.495, 696.710 to 696.785, 696.990 to 696.995
- Escrow, ORS 696.505 to 696.590 and 696.990
- Oregon Subdivision and Series Partition Control Statutes, ORS 92.305 to 92.990
- Condominiums, ORS 100.005 to 100.990
- Timeshare Estates, Membership Campgrounds, ORS 94.803 to 94.989
- Telemarketing Organizations, ORS 696.392, 696.600 to 696.785 and 696.995
- Administrative Rules, Chapter 863, Divisions 1-60

Criteria for 2027-29 Budget Development

The Agency's strategy for the upcoming biennium emphasizes effective regulation balanced by rigorous fiscal management, through a constrained point in the real estate market cycle.

In advance of this budget, the Agency took a series of reduction measures to confront historically unprecedented inflationary cost increases as licensing revenue entered the current retraction cycle. As 80% of Agency expenses are for personnel, and 15% of the remaining services and supplies costs are fixed through statewide assessments, employee-related reductions are an unavoidable consideration. Management considered all programs and services and prioritized administrative functions that could be provided at a lower cost, with minimal quality degradation by an outside service. The clearest opportunity for cost savings was found in Information Technology support. A layoff process was conducted in June of 2025 that resulted in the reduction of two full time positions. The Agency onboarded with DAS IT shared services and realized an 80% decrease in desktop support and related costs.
Management also considered all areas where program activity changes allowed for a staffing reduction, while still allocating sufficient resources to meet Legislative Key

Performance Measures. Between 2023 and 2024, the Agency managed 22% fewer investigations, and another 24% decline the following year. Given the decreased workload, reducing an investigation position provided another prudent reduction in staffing costs. The Agency laid off one Financial Investigator position.

As the Agency's 10-year office lease was reaching term, management seized the well-timed opportunity to reduce the footprint by 2/3rds and right-size for hybrid work, while cutting the rental expense by more than 50% and moving to a state-owned building on the capital mall. All savings outlined seized a 10% total cutback and are included as permanent reductions in this Agency budget.

Despite these aggressive measures, expenses for the same FTE count and consistent services and supplies have increased at a pace that existing revenues no longer support. Current revenue was established by licensing fee rates set in the 2017 legislative session. Since that time, personal services have increased 54% for the same number of FTE, and overall expenses have increased by 51%. To address substantially increased operational costs, the Agency is seeking this budget to align revenue with expenses and have included a policy option package for legislative consideration to increase fees commensurately.

The Agency continues to strive for effective regulation with a prudent fiscal approach, and will continue to capture reductions as workload changes or other savings opportunities arise. This budget remains conservative, with no new investment requests, permanent reductions, while advancing policy that pursues greater impact in consumer protection.

<u>2027-29 Short-Term Agency Plan</u>

1. *Property Management Reform*

Oregon law recognizes property management as a distinct professional discipline. The state issues a standalone property manager license that is limited to the management of rental real estate. Additionally, brokers and principal brokers may conduct property management with the permission of their managing principal brokers. Licensees engaged in this practice have a significant fiduciary relationship with property owners, often holding large sums of funds on their behalf. Property management also requires a working knowledge of Oregon landlord-tenant law and demands the proper handling of clients' funds held in trust. When it goes wrong, the harm to property owners and tenants can be devastating.

Over the past two biennia, the Agency has made a concerted effort to advance its regulatory goals related to professional property management. After a number of high-impact investigations, the Agency took a methodical, evidence-based approach to better assess the competencies of licensees performing property management and bring them into compliance. The Agency's enforcement data shows that property management generates a disproportionate number of regulatory outcomes. For example, last year property management-related investigations accounted for 83% of all reprimands and 67

percent of all suspensions. However, licensees conducting property management represent only about 12 percent of the total licensed population.
Following these efforts, the Agency is now looking to close other identified gaps.

Duty to Report Criminal Conduct. The Agency's most egregious property management investigations have uncovered evidence of misappropriated funds and outright theft. While the Agency can take administrative action and revoke a license, recovering funds or obtaining criminal convictions are outside its authority. Currently, licensees are not aware that the Agency refers evidence of criminal conduct to law enforcement.

The proposed legislative changes include a new statutory requirement would obligate the Agency to provide a complete investigation file to law enforcement for possible criminal investigation, when the Agency has either sought revocation or has revoked a licensee in investigations that allege misappropriation or theft of client or tenant funds. This ensures that potential criminal behavior is not left solely to administrative resolution. While this is already an Agency practice when local law enforcement is willing to investigate, identifying it in statute puts licensees on notice that theft or misappropriation under their license may have additional consequences.

Broker Competency in Property Management. Brokers and principal brokers rarely engage in property management at the start of their careers; therefore, there is little opportunity to put property management knowledge into practice. Engaging in property management often occurs later, either at the request of a past client or as a way for a broker to expand their business. Additionally, there is no requirement for brokers and principal brokers who manage rental real estate to attend continuing education courses in property management. As a result, brokers and principal brokers are often not well-versed in the accounting principles and reconciliation practices required for compliance.
Proposed changes to law would require brokers and principal brokers to notify the Agency before engaging in the management of rental real estate. Upon providing that notification, they must complete an Agency-approved advanced course in property management practices prior to their next license renewal. The Agency would establish by rule additional continuing education requirements specific to property management for brokers and principal brokers engaged in this practice.

Trust Account Notice Language. A licensee opening a trust account must provide the Agency with a bank-signed Notice of Clients' Trust Account and Authorization to Examine form. The notice establishes with the bank that the account being opened is a trust account, held on behalf of others, and gives the Real Estate Commissioner authorization to obtain information about the account directly from the bank without a subpoena. Banking regulations, account structures, and compliance expectations have changed over time. Because the notice's language is embedded in statute rather than administrative rule, necessary updates require legislative action. This limits the Agency's ability to respond to banking industry changes in a timely way, creating a risk that the notice's language will become outdated and fail to adequately protect client funds.

The property management reform bill removes specific language of the Notice of Clients' Trust Account and Authorization to Examine from statute, with a new requirement for the Agency to establish and maintain that language by administrative rule. This allows the Agency to update the notice as banking practices and compliance expectations evolve without requiring legislative action.

Property Manager Succession Planning and Supervisory Responsibilities. Under ORS 696.310, managing principal brokers and property managers must develop succession plans. While a managing principal broker's plan must address scenarios where the managing principal broker's license becomes inactive, expired, or transferred to another business, the statute is silent on these same scenarios for property managers. The regulatory side of this issue is seen in 696.301(16) which outlines the grounds for discipline regarding a principal broker's responsibility for associated licensees but fails to account for a property manager's responsibility.

Under proposed amendments to ORS 696.310, the succession planning requirements for property managers would address scenarios when the license becomes inactive, expired, or transferred to another business, bringing those requirements into alignment with what is already required of managing principal brokers.

Personally Owned Rental Property. Licensees conducting property management are required to maintain at least one clients' trust account for accepting rents and other payments, and a separate clients' trust account when holding security deposits. This protects the funds of property owners from the creditors and legal judgments of the licensee. However, when licensees are managing self-owned property, there are no clients involved. There is currently conflict within statute regarding whether these property management laws and rules apply to a licensee managing their personally owned rental property.

Proposed changes to law, would resolve this conflict and exempt licensees from the statutory requirements to enter into a property management agreement and maintain a clients' trust account when managing rental real estate that the licensee owns individually. This exemption would not extend to property held by a corporation, partnership, limited partnership, association, limited liability company, limited liability partnership, or trust in which the licensee holds an ownership or partnership interest. This resolves the ambiguity in current law that appeared to impose trust account obligations on licensees managing their own property.

Disclosure to Property Owners. There is currently no requirement for licensees engaged in property management to disclose their legal duties and obligations to property owners. This leaves owners without a clear understanding of their rights and options when negotiating a property management agreement. Unlike brokers and principal brokers, who are already required to provide an agency disclosure to consumers prior to entering into representation agreements, no equivalent obligation exists for licensees when managing rental real estate. As a result, property owners may enter into management agreements without understanding their rights, the licensee's obligations, or the recourse available to them if those obligations are not met.

The Agency's bill proposes that property managers be required to provide a written disclosure prior to entering into a property management agreement. The disclosure must inform the property owner of the property manager's legal responsibilities and the role of the management agreement, giving consumers the information they need to identify qualified practitioners and understand their relationship with the property manager. The form and content of the disclosure would be established by the Agency in rule. This requirement is modeled on the statutory disclosure already required of brokers and principal brokers in real estate sale transactions, extending equivalent consumer protections to property management relationships.

Delegation to Revoked Licensees. The current statutory framework allows a non-licensed individual to engage in specific property management activities on behalf of a property manager or principal broker under a written delegation of authority. It does not expressly prohibit a property manager or principal broker from delegating such authority to an individual whose license was revoked by the Agency. This exacerbates the confusion – and harm – that consumers and property owners experience when a revoked licensee is subsequently handling the day-to-day business of a property management company. The absence of a prohibition undermines the Agency's enforcement actions and exposes consumers to continued harm.

Changes to ORS 696.315 expressly prohibit a property manager or managing principal broker from delegating authority to an individual whose license has been revoked by the Agency. This closes a gap in the current statutory framework that allowed revoked licensees to retain operational control over property management activities, continuing to cause harm to consumers and property owners. Placing the prohibition on the delegating licensee ensures the Agency retains enforcement authority over the practice.

The Oregon Real Estate Agency proposes changes to Oregon law in response to clear trends in enforcement data and feedback from consumers, licensees, and industry partners. Property management presents unique risks that the current statutory structure no longer adequately addresses. Updating the framework now will allow the Agency to provide clearer expectations, more targeted oversight, and stronger protections for property owners and tenants.

2. *Real Estate Team Registration*

Real estate teams have evolved as a business practice that enables licensees to brand themselves distinctly while operating under the umbrella of a registered business. However, few regulations specific to this practice existed until recently.
Effective January 1, 2026, House Bill 3137 (2025) formalized the concept of a real estate team into law. A real estate team is defined as a subdivision of a registered business comprised of one or more real estate licensees who perform professional real estate activity. To protect consumers, the law requires teams to provide a disclosure to customers prior to entering into a representation agreement, identifying each team member and their role, designating members with supervisory responsibilities, and naming the registered business and its managing principal broker.

While this disclosure requirement was a meaningful step forward in public transparency, Oregon law does not require real estate teams to register with or otherwise notify the Oregon Real Estate Agency of their existence. The Agency has no reliable data on how many real estate teams operate in Oregon, which licensees are members of a team, or which registered business each team operates under because the Agency's current licensing system is not set up to capture this "business within a business."
Because the Agency does not have data about teams, the public has no way to independently verify team membership, supervision, or business affiliation.
Requiring team registration would close that data gap. The Oregon Real Estate Agency proposes a statutory change requiring real estate teams as defined in ORS 696.010 to register with the Agency. The Agency shall establish by rule a system for registering real estate teams. The system established by rule would require that a managing principal broker, or a principal broker supervising the team under a written supervisory agreement as described in ORS 696.310, be responsible for registering the team with the Agency. Registration would include identifying all licensed team members and notifying the Agency when licensees join or leave the team. Teams operating prior to the effective date of the law would be required to register within a transition period established by rule.
A written supervisory agreement would not limit or transfer the managing principal broker's responsibility for ensuring the registration of a team and the maintenance of that registration.
As a secondary benefit, team registration could assist the Agency in its regulatory work. When complaints are received against a licensee, the Agency could readily verify whether the licensee is subject to team requirements, such as proper use of the required

disclosure and adherence to advertising rules, and confirm compliance accordingly. Team registration would also allow the public to search the Agency's licensing database for a real estate team, identify its members, and determine which registered business the team operates under.
A team registration fee of $75 would apply to each new team registered under a registered business. A fee of $15 would also apply to each transfer of a licensee into or out of a team.

3. ***Post Go-Live Online System Stabilization & Enhancements***

Following the launch of the Agency's online licensing system and regulatory case processing software in Spring of 2027, there will be an immediately stabilization period where the system is new to internal and external users, and communication and customer service efforts will be focused and dedicated. After immediate adoption and the early maintenance period, the Agency will begin working with the system vendor to begin implementation of any post go live enhancements including extended capabilities scale automated analysis and audit work, expanding reach of program for improved consumer protection. This will allow the Agency to conduct much of the work done by staff manually to be performed in a more automated manner, surfacing noncompliant issues and concerning discrepancies for staff review. This should allow the Agency to rapidly increase our ability to conduct reviews and collect large-scale data for compliance evaluation and potential fraud detection.

2027-31 Long-Term Agency Plan

1. *Education, Compliance Monitoring & Impact Evaluation*

Should the legislature pass the proposed property management reform, immediate focus will be on communication efforts to ensure clear understanding among impacted licensee, and which support smooth adoption in business practice implementation. This will include continual outreach and structured guidance to assess how effectively these changes are being adopted across the industry. Establishing these regulatory impacts will require not only clear communication, but also a significant, deliberate investment in ongoing education.

Following adoption, the Agency will initiate a full review of existing educational content and set forth an enhancement initiative of pre-license and post-license education courses to ensure materials are strongly aligned with law and rule in a manner that best supports licensees in achieving compliance expectations. This review will evaluate both content quality and delivery methods, strengthening foundational knowledge before licensees enter practice, and in the first years of their time in the occupation. In parallel, the Agency will utilize education delivery tools to deliver quality content to educator providers at scale, without committing significant direct instructional time or increasing FTE. These efforts will ensure an educational baseline that equips licensees with the applied understanding of laws and rules needed to reach acceptable regulatory standards in the practical occupational environment.

2. *Stewardship through Operational Efficiency*

On the two-to-five-year horizon, the Agency anticipates a reasonable probability that the market environment and related revenue will continue to be constrained. To maintain the Agency's existing quality customer service delivery and impactful consumer protection efforts, operational efficiency will remain a key consideration in management decision making. Resources allocation will be prioritized in areas of core regulatory program delivery and efficiency tools will be sought to expediate comprehensive audit and investigative work. Building upon previously implemented structural realignments, the Agency will continue to identify opportunities to streamline operations, reduce unnecessary expenditures, and right-size administrative functions without compromising mission-critical services.

Over the long term, the Agency will seek efficiencies across all program areas by evaluating workload trends, adjusting staffing where appropriate, and refining service delivery models to ensure that resources are directed toward the highest-value mission aligned activities. This includes thoughtfully restructuring operations when beneficial, leveraging shared services where feasible, and continuously reassessing internal processes to capture cost savings while safeguarding and enhancing service quality.

The Agency will be focused on identifying solutions that enhance efficiency and strengthen regulatory oversight, ensuring that the implementation of new technologies never sacrifice compliance monitoring, investigative rigor, or customer service. Automation and AI tools will be deployed to improve accuracy, expand analytical capacity, and increase operational responsiveness. Through balanced innovation and careful stewardship, the Agency will ensure that technology supports and reinforces stability and effectiveness across all Agency functions.

Diversity, Equity, and Inclusion Statement

OREA strives to develop and maintain a diverse and inclusive organizational culture that mirrors the diversity of Oregon's population. Our commitment to fairness and equitable treatment extends to all individuals we engage with, whether employees, clients, or stakeholders.

As our work impacts all Oregonians and involves collaboration across various state agencies, legislative bodies, professional organizations, licensee stakeholders, and the public, we acknowledge and actively address systemic barriers that may hinder our DEI goals. OREA is dedicated to identifying and implementing effective solutions that enhance our agency's performance and service delivery, ensuring equitable outcomes for all.

OREA leverages DEI principles to foster a workplace that is not only stronger and better functioning but also more innovative and dynamic. By embracing diverse perspectives, we enhance our problem-solving capabilities and improve our ability to serve the diverse needs of our employees and customers alike.

We remain committed to continuous improvement in our DEI initiatives, seeking feedback and collaboration from our employees, stakeholders, and community partners. Together, we strive to create an environment where every individual feels valued, respected, and empowered to contribute their best.

Summary of 2027-29 Budget – BDV104

Summary of 2027-29 Biennium Budget

Real Estate Agency | **Agency Request Budget**
Real Estate Agency | **Cross Reference Number: 91900-000-00-00-00000**
2027-29 Biennium

Description	Positions	Full-Time Equivalent (FTE)	ALL FUNDS	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds
2025-27 Leg Adopted Budget	32	32.00	15,926,038	-	-	15,926,038	-	-	-
2025-27 Emergency Boards	-	-	357,944	-	-	357,944	-	-	-
2025-27 Leg Approved Budget	**32**	**32.00**	**16,283,982**	-	-	**16,283,982**	-	-	-
2027-29 Base Budget Adjustments									
Net Cost of Position Actions									
Administrative Biennialized E-Board, Phase-Out	-	-	841,113	-	-	841,113	-	-	-
Estimated Cost of Merit Increase			-	-	-	-	-	-	-
Base Debt Service Adjustment			-	-	-	-	-	-	-
Base Nonlimited Adjustment			-	-	-	-	-	-	-
Capital Construction			-	-	-	-	-	-	-
Subtotal 2027-29 Base Budget	**32**	**32.00**	**17,125,095**	-	-	**17,125,095**	-	-	-
Essential Packages									
010 - Non-PICS Pers Svc/Vacancy Factor									
Vacancy Factor (Increase)/Decrease	-	-	144,438	-	-	144,438	-	-	-
Non-PICS Personal Service Increase/(Decrease)	-	-	1,277	-	-	1,277	-	-	-
Subtotal	-	-	**145,715**	-	-	**145,715**	-	-	-
020 - Phase In / Out Pgm & One-time Cost									
021 - Phase-in	-	-	126,155	-	-	126,155	-	-	-
022 - Phase-out Pgm & One-time Costs	-	(0.54)	(2,210,155)	-	-	(2,210,155)	-	-	-
Subtotal	-	**(0.54)**	**(2,084,000)**	-	-	**(2,084,000)**	-	-	-
030 - Inflation & Price List Adjustments									
Cost of Goods & Services Increase/(Decrease)	-	-	193,706	-	-	193,706	-	-	-
State Gov"t & Services Charges Increase/(Decrease)			106,317	-	-	106,317	-	-	-

Summary of 2027-29 Biennium Budget

Real Estate Agency | **Agency Request Budget**
Real Estate Agency | **Cross Reference Number: 91900-000-00-00-00000**
2027-29 Biennium

Description	Positions	Full-Time Equivalent (FTE)	ALL FUNDS	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds
Subtotal	-	-	300,023	-	-	300,023	-	-	-
040 - Mandated Caseload									
040 - Mandated Caseload	-	-	-	-	-	-	-	-	-
050 - Fundshifts and Revenue Reductions									
050 - Fundshifts	-	-	-	-	-	-	-	-	-
060 - Technical Adjustments									
060 - Technical Adjustments	-	-	-	-	-	-	-	-	-
Subtotal: 2027-29 Current Service Level	32	31.46	15,486,833	-	-	15,486,833	-	-	-

Real Estate Agency — **Agency Request Budget**
Real Estate Agency — **Cross Reference Number: 91900-000-00-00-00000**
2027-29 Biennium

Description	Positions	Full-Time Equivalent (FTE)	ALL FUNDS	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds
Subtotal: 2027-29 Current Service Level	**32**	**31.46**	**15,486,833**	-	-	**15,486,833**	-	-	-
070 - Revenue Reductions/Shortfall									
070 - Revenue Shortfalls	(7)	(6.46)	(2,188,833)	-	-	(2,188,833)	-	-	-
Modified 2027-29 Current Service Level	**25**	**25.00**	**13,298,000**	-	-	**13,298,000**	-	-	-
080 - E-Boards									
081 - June 2026 Emergency Board	-	-	-	-	-	-	-	-	-
Subtotal Emergency Board Packages	-	-	-	-	-	-	-	-	-
Policy Packages									
100 - Fee Increase	4	4.00	2,277,163	-	-	2,277,163	-	-	-
101 - Licensing System - Post Go Live Enhancements	-	-	500,000	-	-	500,000	-	-	-
102 - Licensing System SaaS Fees	-	-	178,498	-	-	178,498	-	-	-
103 - Real Estate Team Registration	-	-	-	-	-	-	-	-	-
Subtotal Policy Packages	**4**	**4.00**	**2,955,661**	-	-	**2,955,661**	-	-	-
Total 2027-29 Agency Request Budget	**29**	**29.00**	**16,253,661**	-	-	**16,253,661**	-	-	-
Percentage Change From 2025-27 Leg Approved Budget	-9.38%	-9.38%	-0.19%	-	-	-0.19%	-	-	-
Percentage Change From 2027-29 Current Service Level	-9.38%	-7.82%	4.95%	-	-	4.95%	-	-	-

Real Estate Agency | **Agency Request Budget**
Real Estate Agency | **Cross Reference Number: 91900-050-00-00-00000**
2027-29 Biennium

Description	Positions	Full-Time Equivalent (FTE)	ALL FUNDS	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds
2025-27 Leg Adopted Budget	32	32.00	15,926,038	-	-	15,926,038	-	-	-
2025-27 Emergency Boards	-	-	357,944	-	-	357,944	-	-	-
2025-27 Leg Approved Budget	**32**	**32.00**	**16,283,982**	-	-	**16,283,982**	-	-	-
2027-29 Base Budget Adjustments									
Net Cost of Position Actions									
Administrative Biennialized E-Board, Phase-Out	-	-	841,113	-	-	841,113	-	-	-
Estimated Cost of Merit Increase			-	-	-	-	-	-	-
Base Debt Service Adjustment			-	-	-	-	-	-	-
Base Nonlimited Adjustment			-	-	-	-	-	-	-
Capital Construction			-	-	-	-	-	-	-
Subtotal 2027-29 Base Budget	**32**	**32.00**	**17,125,095**	-	-	**17,125,095**	-	-	-
Essential Packages									
010 - Non-PICS Pers Svc/Vacancy Factor									
Vacancy Factor (Increase)/Decrease	-	-	144,438	-	-	144,438	-	-	-
Non-PICS Personal Service Increase/(Decrease)	-	-	1,277	-	-	1,277	-	-	-
Subtotal	-	-	**145,715**	-	-	**145,715**	-	-	-
020 - Phase In / Out Pgm & One-time Cost									
021 - Phase-in	-	-	126,155	-	-	126,155	-	-	-
022 - Phase-out Pgm & One-time Costs	-	(0.54)	(2,210,155)	-	-	(2,210,155)	-	-	-
Subtotal	-	**(0.54)**	**(2,084,000)**	-	-	**(2,084,000)**	-	-	-
030 - Inflation & Price List Adjustments									
Cost of Goods & Services Increase/(Decrease)	-	-	193,706	-	-	193,706	-	-	-
State Gov"t & Services Charges Increase/(Decrease)			106,317	-	-	106,317	-	-	-

Real Estate Agency | **Agency Request Budget**
Real Estate Agency | **Cross Reference Number: 91900-050-00-00-00000**
2027-29 Biennium

Description	Positions	Full-Time Equivalent (FTE)	ALL FUNDS	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds
Subtotal	-	-	300,023	-	-	300,023	-	-	-
040 - Mandated Caseload									
040 - Mandated Caseload	-	-	-	-	-	-	-	-	-
050 - Fundshifts and Revenue Reductions									
050 - Fundshifts	-	-	-	-	-	-	-	-	-
060 - Technical Adjustments									
060 - Technical Adjustments	-	-	-	-	-	-	-	-	-
Subtotal: 2027-29 Current Service Level	32	31.46	15,486,833	-	-	15,486,833	-	-	-

Summary of 2027-29 Biennium Budget

Real Estate Agency | **Agency Request Budget**
Real Estate Agency | **Cross Reference Number: 91900-050-00-00-00000**
2027-29 Biennium

Description	Positions	Full-Time Equivalent (FTE)	ALL FUNDS	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds
Subtotal: 2027-29 Current Service Level	**32**	**31.46**	**15,486,833**	-	-	**15,486,833**	-	-	-
070 - Revenue Reductions/Shortfall									
070 - Revenue Shortfalls	(7)	(6.46)	(2,188,833)	-	-	(2,188,833)	-	-	-
Modified 2027-29 Current Service Level	**25**	**25.00**	**13,298,000**	-	-	**13,298,000**	-	-	-
080 - E-Boards									
081 - June 2026 Emergency Board	-	-	-	-	-	-	-	-	-
Subtotal Emergency Board Packages	-	-	-	-	-	-	-	-	-
Policy Packages									
100 - Fee Increase	4	4.00	2,277,163	-	-	2,277,163	-	-	-
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102 - Licensing System SaaS Fees	-	-	178,498	-	-	178,498	-	-	-
103 - Real Estate Team Registration	-	-	-	-	-	-	-	-	-
Subtotal Policy Packages	**4**	**4.00**	**2,955,661**	-	-	**2,955,661**	-	-	-
Total 2027-29 Agency Request Budget	**29**	**29.00**	**16,253,661**	-	-	**16,253,661**	-	-	-
Percentage Change From 2025-27 Leg Approved Budget	-9.38%	-9.38%	-0.19%	-	-	-0.19%	-	-	-
Percentage Change From 2027-29 Current Service Level	-9.38%	-7.82%	4.95%	-	-	4.95%	-	-	-

Program Prioritization for 2027-29

Rank	Division Descriptions	Key Performance Measures	OF/Total Funds	FTE	Enhanced Program	Reduction Option
1	Compliance: Clients' Trust Account Reconciliation Reviews, Compliance Reviews, Escrow Audits	KPM 1 - % of property managers/principal brokers reviewed who meet compliance	$3,362,826	6.00	N	N
1	Licensing: *Customer Service (*Complaint intake, Background Investigations. Licensing: Applications, Renewals, Business and Branch Office Registrations.)	KPM 4 - % of property managers/principal brokers who rate the exam as effective KPM 6 - customer service standards	$4,483,769	8.00	N	Y
1	Regulation: Investigations, Administrative Actions, Civil Penalty Enforcement	KPM 2 - Days to complete investigation KPM 3 - Contest Case Actions resolved through resolution	$4,483,769	8.00	N	N
2	Administrative Services: Budget, Accounting, Information Technology, Personnel & Payroll, Contracts & Procurement	KPM 6 - Customer Service Standards	$1,681,413	3.00	N	Y
3	Land Development: Condominium, timeshare, membership campgrounds registrations, and Real Estate Marketing Organization registration & regulation	KPM 6 - Customer Service Standards	$560,471	1.00	N	N
4	Commissioner's Office: Regulation Determination, Real Estate Board and Advisory Group Support, Administrative Rule Reviews and Legislative Concept Development, Communications, Special Projects	KPM 6 - Customer Service Standards	$1,681,413	3.00	N	N

10% Reduction Option

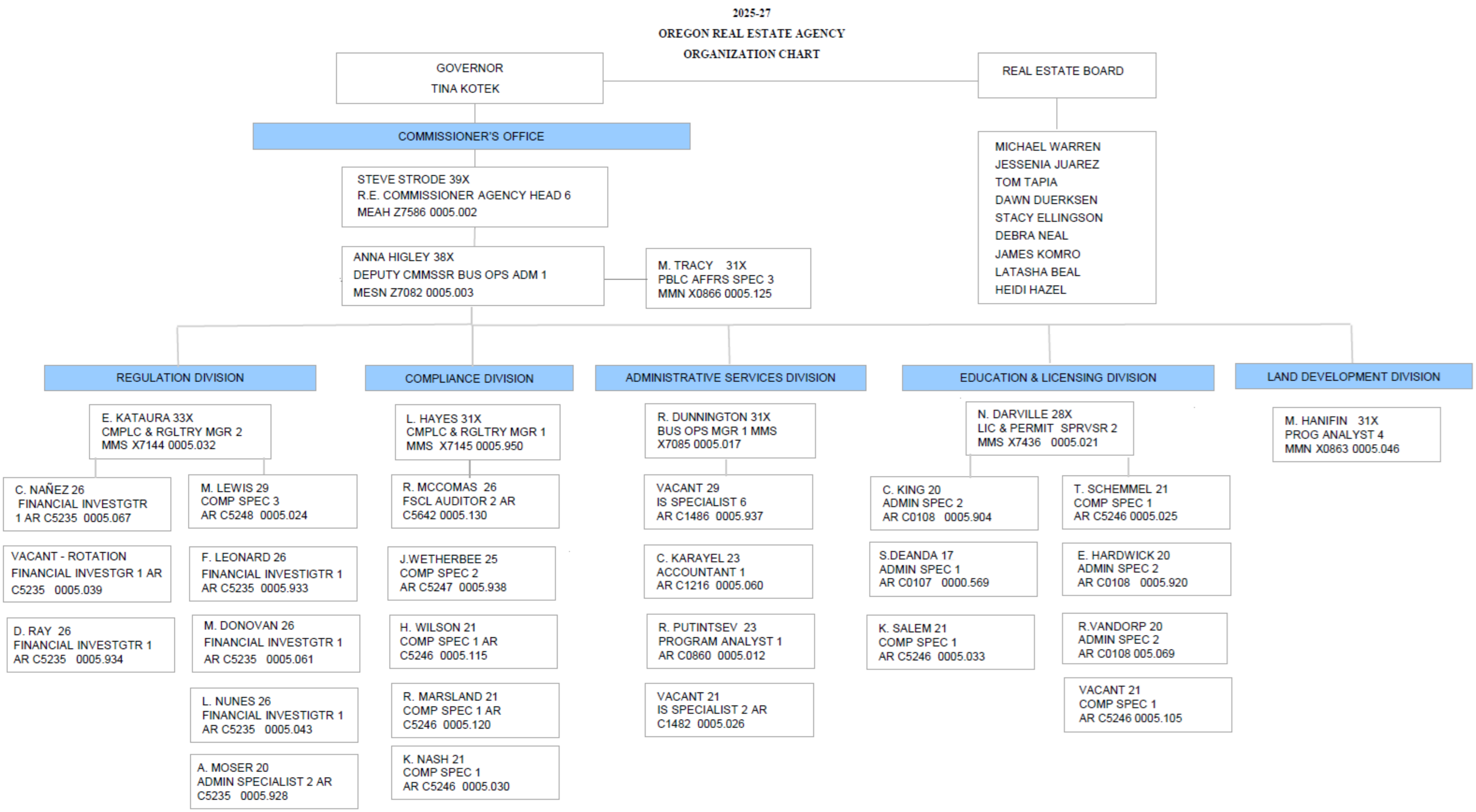
10% Reduction Options (ORS 291.216)

Activity or Program	Describe Reduction	Amount and Fund Type: Other Funds	Total Funds	FTE	Rank and Justification

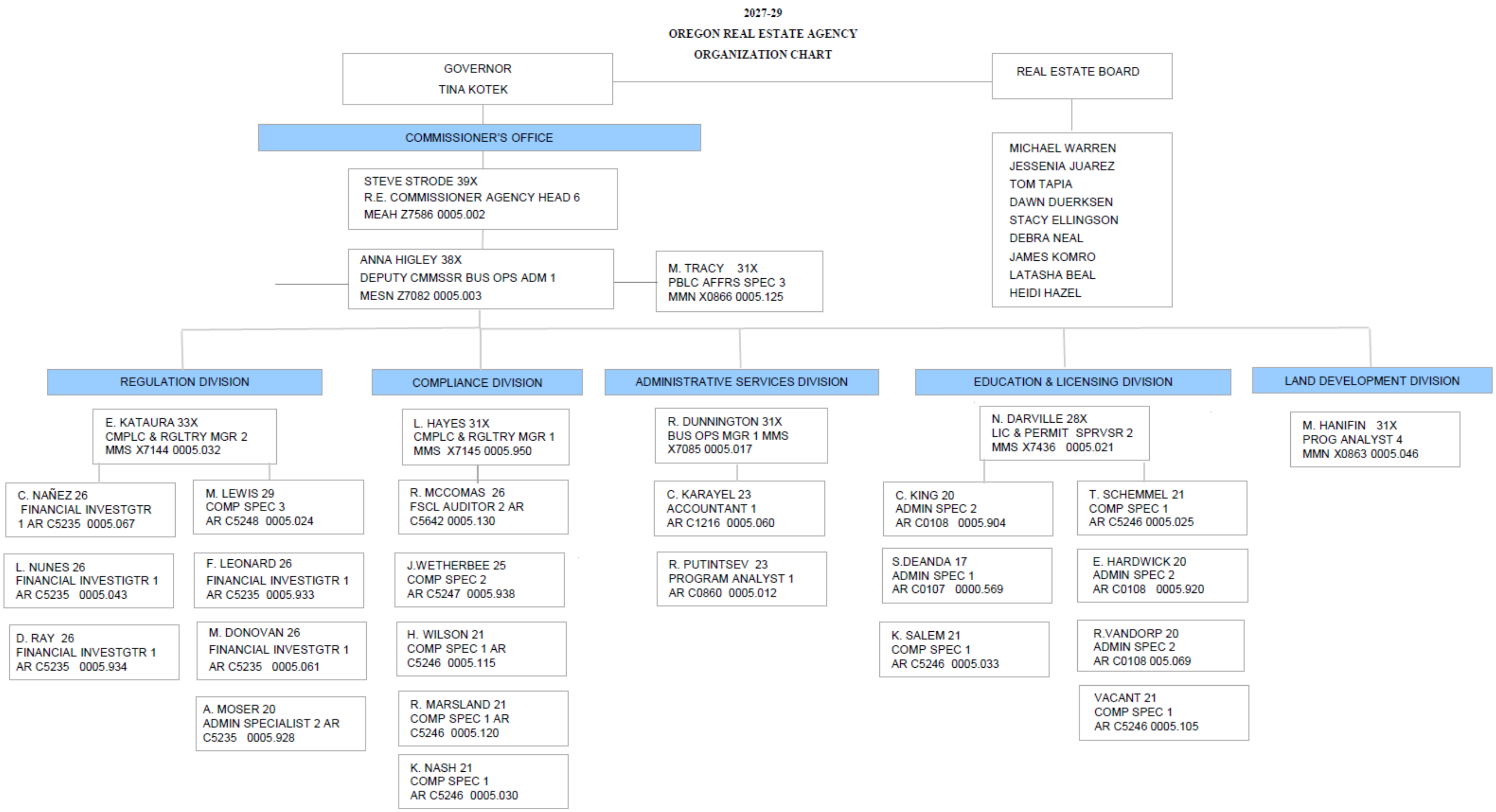
	1. One Management FTE	In 2024, the Agency onboarded an Administrative Services Division Manager and collapsed Human Resources service delivery within this position, as part of the overall duties of the role. The loss of this position would require a redistribution of administrative services duties to remaining managers as ancillary responsibilities. The expertise is not otherwise held by remaining managers and would require the Agency onboard contracted HR services. This would also provide a potential service quality downgrade as the Agency HR manager is highly knowledgeable about the organization and mission, as well as the specific duties within all Agency positions. Further there are established relationships with internal managers, the union, and DAS Partners. The Agency would experience slower service delivery times and impaired oversight quality.	$ 437,234	$ 437,234	1.00	2. While redistributing the work of the Administrative Services Division Manager and outsourcing HR would provide a noticeable reduction in quality of internal services offered, management roles that oversee program delivery have been prioritized.
5%	2. Attorney General Expenses	Agency actuals for Attorney General fees has historically averaged less than 50% of dedicated limitation. The Agency benefits from having a robust limitation in DOJ service delivery costs, allowing for regulatory activities to be conducted without an imposing budgetary ceiling. The risk in reducing this expenditure is that should there be an unprecedented increase in caseload, the Agency would need to seek a limitation increase from the legislature in an emergency board action.	$ 200,000	$ 200,000	-	3. Most remaining services and supplies expenditures are based on assessments that are not subject to use rates, and are fixed through the budget period.
	3. Agency Program Related S&S	Agency actuals for exam services are anticipated to be lower than the limitation ceiling in the 2027-2029 budget. Though much like DOJ expenses, the Agency maintains a higher threshold than anticipated as these expenses are external driven and market dependent. In 2018, the Agency had to go to the emergency board for a legislative limitation increase when market activity swelled to higher than anticipated levels. These funds have a net zero impact on the Agency's remaining balance as this is a pass through expenditure balanced by exam revenue. The risk of lowering this limitation is that the Agency would need to seek eboard approval for a limitation increase should market activity drive much higher levels of exam participation than currently expected.	$ 30,717	$ 30,717	-	4. Most remaining services and supplies expenditures are based on assessments that are not subject to use rates, and are fixed through the budget period.
	4. Three FTE Reductions in the Licensing Division	The Agency provides live answer customer service call support, Monday through Friday, 8am to 5pm. Current Agency Customer Service KPMs averages above 95% satisfaction rates, largely attributable to the accessibility of staff to support callers. A reduction of three FTE would introduce lengthy hold times, require the implementation of an automated phone tree attendant and voicemail with staff returning calls at nonpeak times, as availability arises. This would compromise Agency policy to resolve most customer service concerns on a 24-hour return timeline.	$ 661,849	$ 661,849	3.00	1. While providing live telephone answering is of great benefit to the licensees and public that the Agency serves, it is not a standard statewide in customer service. To preserve the integrity of the Agency's mission, positions that perform direct consumer protection duties including audit and investigative functions, are prioritized.

Total Funds	FTE
$1,329,800	4.0

2025-27 Organization Chart – 32 FTE



2027-29 Organization Chart – Agency Request Budget – 29 FTE



Agencywide Program Unit Summary

Real Estate Agency — ***Agency Number: 91900***

Agencywide Program Unit Summary — **Version: V - 01 - Agency Request Budget**
2027-29 Biennium

Summary Cross Reference Number	*Cross Reference Description*	*2023-25 Actuals*	*2025-27 Leg Adopted Budget*	*2025-27 Leg Approved Budget*	*2027-29 Agency Request Budget*	*2027-29 Governor's Budget*	*2027-29 Leg. Adopted Budget*
050-00-00-00000	**Real Estate Agency**						
	Other Funds	11,434,227	15,926,038	16,283,982	16,253,661	-	-
TOTAL AGENCY							
	Other Funds	11,434,227	15,926,038	16,283,982	16,253,661	-	-

REVENUES

Revenue Forecast Narrative

The Agency is other funded, and does not receive general, lottery, federal, or grant funding. All operations are sustained by revenue derived from Agency fees, with 95% originating from real estate and property management related licensing and registration fees, and approximately 5% from land development filing fees. While the Agency does assess some fines through civil penalties for a limited set of statutory violations, these funds are transferred to the state's general fund.

Actual revenues declined by 6% from the 2021-23 biennium to 2023-25, reflecting sustained pressure in the real estate market. Looking ahead, the Agency projects an additional 5% decline through the close of the current biennium, followed by another 5% down in 2027-29, without a licensing fee increase.

Total licensee counts have been descending steadily, month over month, since the peak in summer of 2022. Renewal trends show that individuals who acquired their license during the pandemic related housing rush, are most likely to exit the real estate business with a number having entered in a seemingly speculative capacity. However new real estate license applications are showing signs of stabilization, with a 15% percent increase in 2026 above the average seen in 2025, helping prevent a steeper downward trend.

Overall real estate continues to face headwinds in Oregon, with activity remaining constrained due to ongoing affordability challenges. The industry, and buyers, experience a compounding effect when high price is accompanied by a continuation of elevated mortgage interest rates, inflation, stagnant job growth, and economic uncertainty. Many individuals desire to make a purchase, or to sell their existing home but simply cannot. 50% of owners with a mortgage have an rate below 4%, and the current going rate for buyers with stellar credit is above 6%.

These existing market limitations diminish the appeal of entering the real estate occupation and strain the ability for existing licensees to remain. A meaningful market recovery is unlikely until these affordability barriers ease, which is more plausible in 2029-31. The Agency anticipates a modest 5% increase in licensing counts during that period as a result of an inevitable increase in supply related to generational turnover. While baby boomers are aging in place longer than their parents did, the great wealth transfer is already underway and expected to peak in 2036, loosening housing stock and passing on wealth to younger generations.

Assuming reasonably pacing wage growth, increased housing stock, and the possibility of lower interest rates on a five-year timeline, real estate sales demand is very likely to unlock and return to a more active market by 2031.

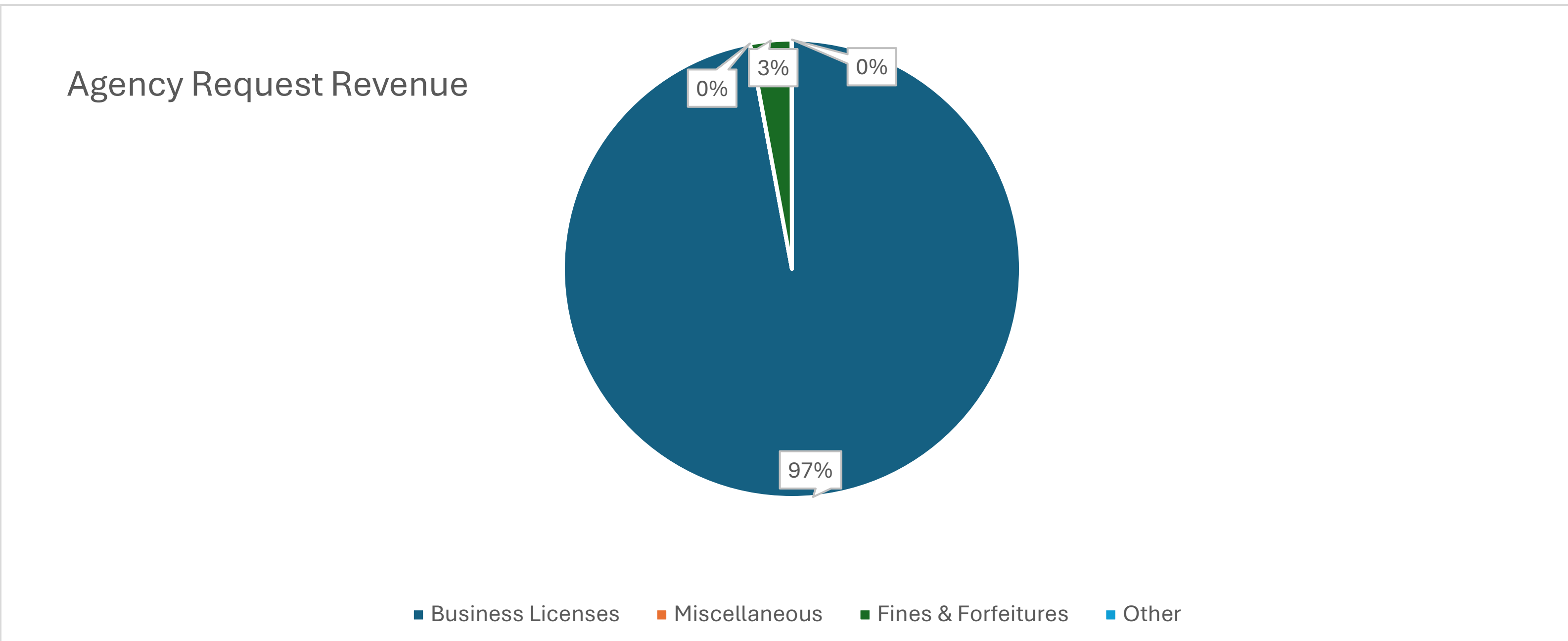
Given the more than 50% increase to Agency operational costs over the last five years, OREA is seeking a licensing fee increase align to expenses, in Policy Option Package 100.

The following is a summary of current and proposed fees:

Oregon Real Estate Agency Fee Schedule		
Fee Type	Current Amount	Proposed Fee
New Broker, Principal Broker, Property Manager License	$300	$450
Business Registration, Name Change	$300	$450
Continuing Education Provider Application	$300	$450
Broker, Principal Broker, Property Manager *Active* License Renewal	$300	$450
Broker, Principal Broker, Property Manager *Inactive* License Renewal	$150	$225
Broker, Principal Broker, Property Manager Inactive License Reactivation	$150	$225
Temporary License & Temporary License Extension	$150	$225
Registered Business Renewal	$50	$75
Continuing Education Provider Renewal	$50	$75
Individual Name Change	$10	$15
License Transfer	$10	$15
Condominium Filing Review Hourly Rates	$200	$300
Unit Owners Association Annual Report	$100	$150
Escrow Organization Registration	$450	$675
Escrow Branch Office Registration	$225	$350
Escrow Organization Renewal	$450	$675
Escrow Branch Office Renewal	$225	$350
Late Renewal Fee	$150	$150 – no change

Revenue by Source

		ORBITS		2025-27	2027-29		
Source	Fund	Rev Acct	2023-2025 Actual	Legislative Approved	Agency Request	Governor's Recommended	Legislatively Adopted
Business Licenses	Other	205	$10,204,551	$10,542,900	$16,829,717		
Miscellaneous*	Other	410	$1,725	$2,115	$2,115		
Fines and Forfeitures	Other	505	$349,219	$503,861	$503,861		
Other Revenues	Other	0975	$4,107	$3,591	$3,591		
Transfer to Gen. Fund	Other		($72,644)	($68,938)	($68,938)		
Total			$10,486,958	$10,983,529	$11,653,451		



DETAIL OF LOTTERY FUNDS, OTHER FUNDS, AND FEDERAL FUNDS REVENUE

Real Estate Agency | **Agency Number: 91900**

2027-29 Biennium | **Cross Reference Number: 91900-000-00-00-00000**

Source	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Leg Approved Budget	2027-29 Agency Request Budget	2027-29 Governor's Budget	2027-29 Leg. Adopted Budget
Other Funds						
Business Lic and Fees	10,204,551	10,542,900	10,542,900	16,829,717	-	-
Charges for Services	1,725	2,115	2,115	2,115	-	-
Fines and Forfeitures	349,219	503,861	503,861	503,861	-	-
Other Revenues	4,107	3,591	3,591	3,591	-	-
Transfer to General Fund	(72,644)	(68,938)	(68,938)	(68,938)	-	-
Total Other Funds	**$10,486,958**	**$10,983,529**	**$10,983,529**	**$17,270,346**	**-**	**-**

PROGRAM UNITS

Real Estate Board

The Real Estate Board is authorized to inquire into the needs of the real estate licensees of Oregon, the functions of OREA, and the matter of the business policy thereof, to confer with and advise the Governor as to how the Agency may best serve the state and the licensees, and to make recommendations and suggestions of policy to the Agency as the Board may deem beneficial and proper for the welfare and progress of licensees, of the public and of real estate businesses in Oregon. The Board shall make recommendations to OREA about the manner and methods for conducting examinations. The Board shall create or approve a real estate continuing education course for real estate licensees based on recent changes in real estate rule and law.

Office of the Real Estate Commissioner

The Real Estate Commissioner's office provides genera leadership, regulatory oversight, policy guidance, communication and DEI/Affirmative Action direction to the various divisions and programs of OREA.

Administrative Services

This division manages business and IT services for the agency, including:

- Fiscal services, including inventory control, remittance processing of revenue, accounts payable and receivable, payroll, and travel coordination;
- Human resources;
- Purchasing and contracting; and
- Oversight of the agency's Information Systems staff, who provide word, data processing, LAN administration, project management and telecommunications services.

Licensing

The purpose of this program is to administer the licensing and license maintenance of real estate brokers, principal brokers, and property managers, the registration of business names, continuing education providers, pre-license education providers, escrow agents, unit owner's association registrations, wholesalers and the online submission of condominium filings.

Program functions include:

- Assisting real estate brokers, principal brokers, property managers and escrow agencies as they use the Agency's online licensing system (eLicense) to manage their licenses;
- Assisting customers as they process registered business names and branch office registrations in eLicense;
- Registering membership campground contract brokers and wholesalers;
- Completing license applicant criminal background checks investigations;
- Processing escrow licensing and security/bonding files;
- Maintaining all licensing history records, and the electronic processing of fees;
- Certifying continuing education providers; and
- Providing general reception, licensing, and compliance information to the public.

Complaint Intake & Public Inquiry
The purpose of this program is to administer the intake and jurisdictional review of incoming complaints, assessing complaint for appropriateness for Agency investigation.

Program functions include:

- Supporting licensees and members of the public in navigating the complaint process;
- Entering complaint data and registering complaint-related information in the Agency's database, necessary for accurate tracking and statistical performance-related reporting;
    - Requesting additional complaint related support documentation related to the real estate transaction or property management issue;
    - Notifying parties to the complaint and requesting response;
    - Assessing complaint materials for potential licensing law violation and Agency jurisdictional authority;
    - Administering education letters of advice, when appropriate;
    - Closing complaints outside of Agency jurisdiction and providing complainant with additional resources to address their concerns; and
    - Elevating complaints to the investigation status and preparing for investigator assignment.

Compliance

The Compliance Division ensures that licensees meet their fiduciary and administrative responsibilities through the review of financial and administrative records.

The purpose of this program is to conduct education and compliance-related activities. This work includes providing technical assistance and sharing knowledge on the interpretation and application of laws and rules administered by OREA (excluding legal advice) to licensees, the public, and other governmental agencies. The division processes and maintains escrow licensing and security/bonding files to ensure compliance standards are met annually.

Compliance

Program functions include:

- Conducting compliance review, including evaluate compliance surveys and assisting licensees in coming into compliance within target of 45 days when possible;
- Performing annual reviews of escrow agents' financial statements and auditing organizations as directed by the Commissioner per ORS 696.541; and
- Assessing clients' trust account reconciliation reviews and identifying cases for investigation or administrative action.

Education

The purpose of this program is to oversee the administration of education services, and education compliance related activities provided to applicants and real estate licensees. The division collects and analyzes information about the educational needs of the real estate industry and reviews certain educational courses. The division collaborates with the Commissioner and the Board to improve the Agency's external educational efforts. The Education program carries out OREA's mission by increasing the quality, format, and number of educational opportunities for licensees that will, in turn, increase the professionalism among licensees, increase compliance and reduce regulatory violations. This program strives to provide excellence in education-related services for the Agency, including creating educational opportunities that meet the needs of the industry and the consumer, researching and utilizing technology and other tools to effectively deliver information, and developing and implementing effective licensing examinations.

Program functions include:

- Coordinating the development and maintenance of examinations and test items;
- Coordinating the development and periodic review of real estate educational guidelines;

- Approving pre-license courses and instructors;
- Reviewing and approves post-license education courses; and
- Maintaining and promoting escrow education requirements.

Regulation

The division investigates complaints made by the public, licensees, other governmental agencies, or upon its own motion, into the activities of real estate brokers, property managers, escrow agencies, subdivision, condominium, timeshare, campground developments, telemarketing organizations, and other governmental agency real estate-related investigations. Division staff acts as impartial investigators and gather facts surrounding an open complaint file. Division staff conducts stipulation processing (dispute resolution) to resolve matters without a contested case hearing. Investigators assist the Agency's Assistant Attorney General in the preparation of contested cases for hearing and, if necessary, assist other criminal justice agencies in investigations, court testimony, and case preparation.

The purpose of OREA programs collectively is to achieve the agency's mission to provide quality protection for Oregon Consumers of real estate, escrow, and land development services, balanced with a professional environment conducive to a healthy real estate market atmosphere.

Land Development

The division is responsible for administering the Land Development Programs, including subdivision, condominium, timeshare and campground registrations, telemarketing organization licensing, on-site inspections, and Public Report issuance. The Land Development manager is responsible for drafting of legislation and rules and acting as the Agency's coordinator.

Customers

- Members of the general public who are involved in, or have an interest, in real estate, property management, escrow, and land development activities, who are complainants against licensees and registrants, and who make informational requests;
- Applicants for licensure or registration;

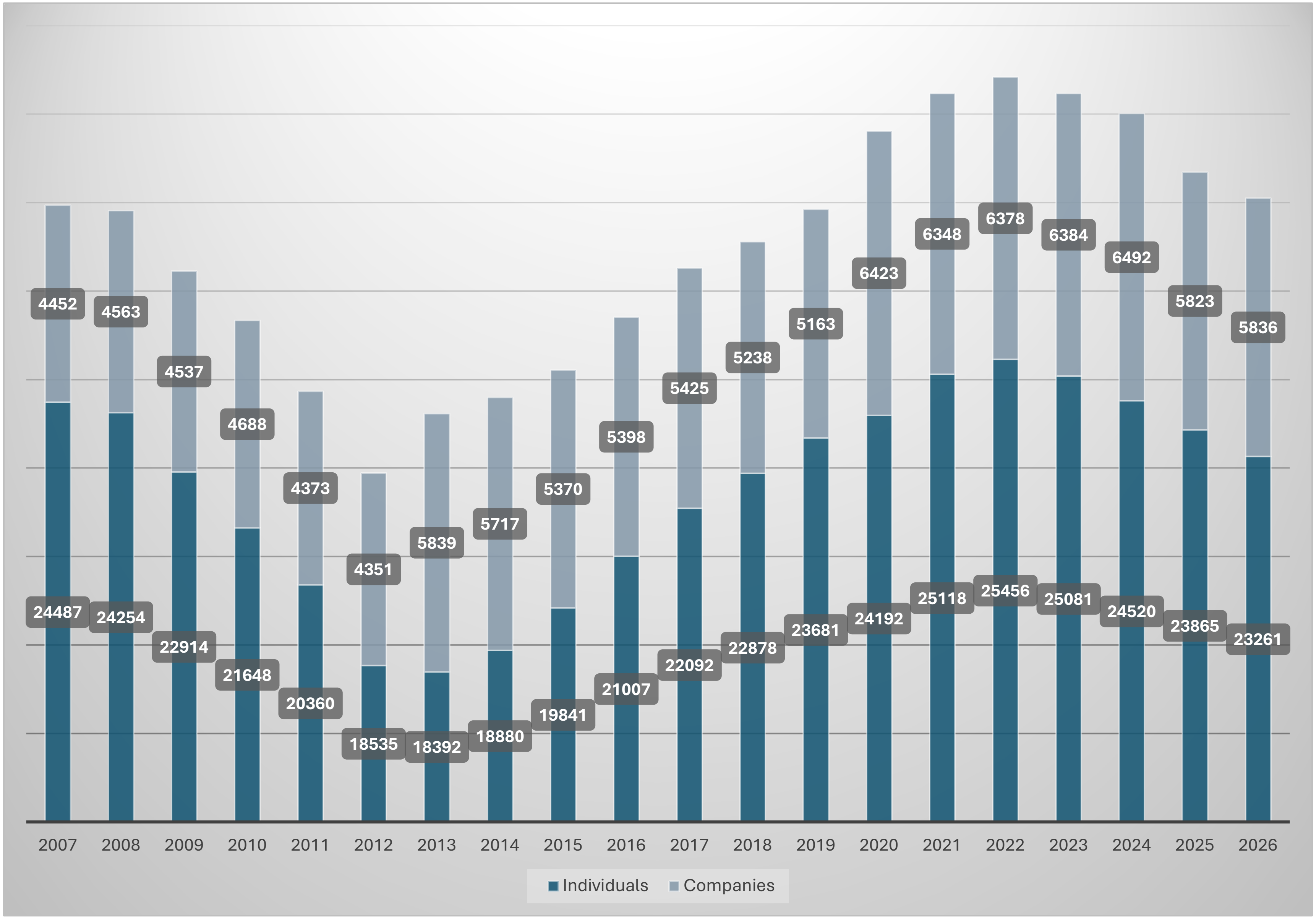
- Licensees/registrants, including real estate brokers, property managers, organizations, escrow agents, escrow branch offices, campground brokers, and telemarketing organizations;
- Developers of subdivisions, condominiums, timeshare estates, and membership campgrounds;
- Attorneys, representing members of the public, licensees, and developers, with questions on the application of law or in matters of a complaint or an administrative sanction;
- Public and private schools offering pre- and post-license real estate courses;
- Professional organizations representing real estate, escrow, property management, home building, land development, timeshares, campground marketing, and real estate educational interests; and
- Governmental organizations including local District Attorneys, police, and land planning organizations; the Oregon Attorney General, the Oregon Department of Justice Consumer Protection and Criminal Justice Divisions, State Police, Oregon Housing & Community Services, Oregon Department of Veterans' Affairs, Department of Administrative Services, and other state agencies both in and out of Oregon; federal HUD, Department of Veterans' Affairs, Farm Home Loan Administration, FBI, FTC, IRS, and other enforcement agencies; and other state and provincial real estate licensing agencies.

Source of Funding
OREA's revenue source is Other Funds derived primarily from licensing related fees.

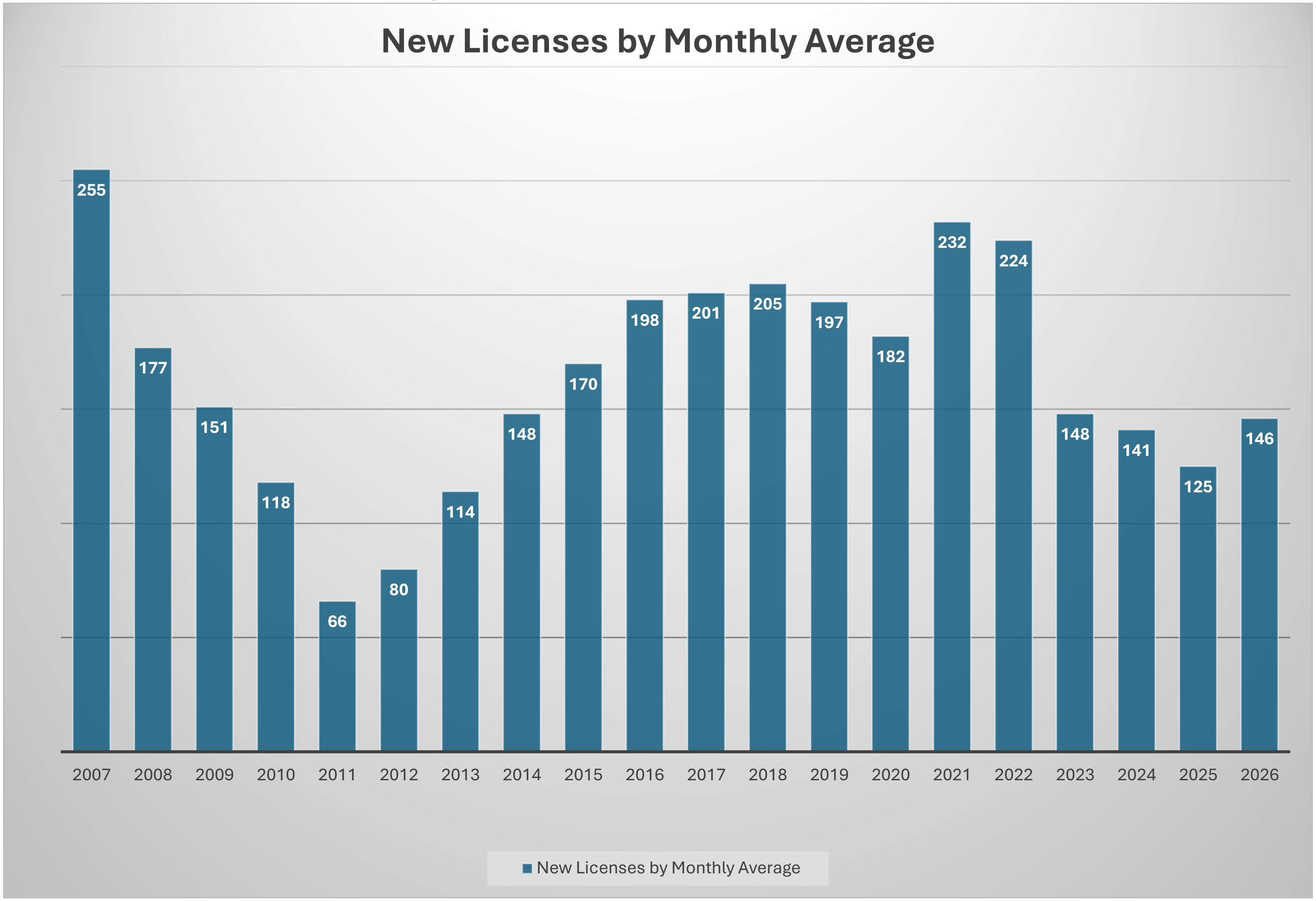
Expenditures
Other Funds expenditures in Agency Request Budget for 2027-2029 is $ **16,253,661**

FTE
Full time equivalent positions authorized by the agency's 2025-27 Agency Request Budget is 29.00.

License Counts



New License Counts – Monthly Average



Environmental Factors

Industry Environment

Housing continues to play an outsized role in how people gauge their financial wellbeing and today's market conditions remain a major influence on consumer confidence. A cooling sentiment began as mortgage interest rates climbed over the last several years. With a softening labor market, and continued steady inflation, consumers are delaying purchases when possible. This leaves the overall market tepid.

Lawrence Yun, Chief Economist at National Association of Realtors, insists that the fundamentals remain strong, with firm push back on housing crash narratives. Distressed sales only account for about 2% of transactions, and most homeowners have substantial equity.

In Oregon, year over year data from the multiple listing service shows that new listings are down statewide by 9.4% between 2025 to 2026, 11.1% in the Portland Metro (inclusive of Washington and Clackamas County suburbs). Similar declines are seen in Oregon's medium sized counties as well, where Lane County is experiencing a 12% decline while Deschutes County is flat and Marion County has seen an 8.2% increase, over the same period. New listing numbers provide insight into seller sentiment but closed sales offers a better indicator of activity. In looking at statewide transaction numbers, we see nearly identical year over year activity comparing 2025 to 2026.

The National Association of Realtors is projecting that nationwide, we can expect modest improvement to market conditions, with current forecasts anticipating around a 4% increase in home sales through the end of 2026.

Regardless of sales indicators and economic conditions, OREA has seen continue to see a steady licensing decline with total licensees down over 10% from their peak in 2022.

Internal Environment

Staffing

OREA has implemented a hybrid remote work atmosphere for all staff except for reception and some licensing staff, which have full time in office responsibilities. All managers are responsible to meet with staff in one-on-one meetings on a bi-weekly basis and hold Division meetings at least monthly. The Regulation, Compliance and Licensing Divisions, meet in-person twice monthly for team meetings. The Agency holds monthly all staff meetings, gathering in the office quarterly for team building and training opportunities.

Otherwise, team communication is supported through Teams chat and videoconference/phone. Licensing management will continue to measure customer service delivery via monthly electronic surveys to customers to ensure quality and Regulation Division management will review key performance measures related to case production as well as lead review of case investigations for quality and consistency. Agency management assesses the existing talents and skills of employees through quarterly performance accountability feedback meetings to establish training needs, goals, provide critical performance feedback and monitor progress.

Consumer Protection
OREA will review its effectiveness in protecting consumers via its education, licensing, and enforcement roles. The agency will strive for a competent licensed real estate community through the approval of courses and instructors, the development of licensing examinations, and the publishing of information.

Accountability
OREA is tracking performance measures. The agency will continue to work closely with the Office of the CFO and LFO to monitor and seek opportunities to implement new measures where appropriate.

The Agency will continue to be prudent in exercising its expenditure authority. The Agency also remains committed to the principles of transparency and public accountability. All employee compensation, agency revenue and expenditure data, and public meeting notices are posted on a public website (the Oregon Transparency Website) through the Department of Administrative Services.

Agency Initiatives
The Agency is advancing substantial legislation this session focused on property management regulatory reform and the registration of real estate teams.

Summary of 2027-29 Budget 919 REA

	TOTALS			
	POS	FTE	ALL FUNDS	Other Funds
2025-27 LEGISLATIVELY ADOPTED BUDGET	32	32	15,926,038	15,926,038
Salary Pot Adj			357,944	357,944
2023-25 Emergency Board Actions			0	0
2023-25 Legislatively Approved Budget	34	3	**16,283,982**	**16,283,982**
Base Budget Adjustments:				
Net Cost of Position Actions:				
Administrative, Biennialized E-Board, Phase-Out			841,113	841,113
Estimated Cost of Merit Increase				
Base Debt Service Adjustment				
Base Nonlimited Adjustment				
Capital Construction Adjustment				
Authorized FTE Increase/(Decrease)				
Subtotal: 2025-27 Base Budget	32	32	**17,125,095**	**17,125,095**
Essential Packages:				
Package No. 010				
Vacancy Factor Increase/(Decrease)			144,438	144,438
Non-PICS Personal Service Increase/(Decrease)			1,277	1,277
Subtotal			**145,715**	**145,715**
Package No. 020				
021 - Phased-In Programs Excl. One-Time Costs			126,155	126,155
022 - Phase-Out Programs and One-Time Costs		(0.54)	(2,210,155)	(2,210,155)
Subtotal			**(2,084,000)**	**(2,084,000)**
Package No. 030				
Standard Inflation: Cost of Goods & Services Increase/(Decrease)			193,706	193,706
State Gov. Service Charges Increase/(Decrease)			106,317	106,317
Subtotal			**300,023**	**300,023**
			642,101	**642,101**
Subtotal: 2027-29 Current Service Level	32	31.46	**15,486,833**	**15,486,833**
Package No. 070 Revenue Reductions/Shortfall				
070 – Revenue Shortfalls	(7)	(6.46)	(2,188,833)	(2,188,833)
Modified 2027-29 Current Service Level	25	25.00	**13,298,000**	**13,298,000**
Policy Option Packages			**0**	
Total: 2025-27 Agency Request Budget				
100 – Fee Increase	4	4.00	2,277,163	2,277,163
101 – Licensing System – Post Go Live Enhancements			500,000	500,000
102 – Licensing System – SaaS Fees			178,498	178,498
103 – Real Estate Team Registration			0	0
Subtotal Policy Packages	**4.00**	**4.00**	**16,253,661**	**16,253,661**
Percentage Change From 2025-27 Leg Approved Budget	-9.38%	-9.38%	-.19%	-.19%
Percentage Change From 2027-29 Current Service Level	-9.38%	-7.82%	4.95%	4.95%

Summary of 2027-29 Biennium Budget

Real Estate Agency | **Agency Request Budget**
Real Estate Agency | **Cross Reference Number: 91900-000-00-00-00000**
2027-29 Biennium

Description	*Positions*	*Full-Time Equivalent (FTE)*	*ALL FUNDS*	*General Fund*	*Lottery Funds*	*Other Funds*	*Federal Funds*	*Nonlimited Other Funds*	*Nonlimited Federal Funds*
2025-27 Leg Adopted Budget	32	32.00	15,926,038	-	-	15,926,038	-	-	-
2025-27 Emergency Boards	-	-	357,944	-	-	357,944	-	-	-
2025-27 Leg Approved Budget	**32**	**32.00**	**16,283,982**	**-**	**-**	**16,283,982**	**-**	**-**	**-**
2027-29 Base Budget Adjustments									
Net Cost of Position Actions									
Administrative Biennialized E-Board, Phase-Out	-	-	841,113	-	-	841,113	-	-	-
Estimated Cost of Merit Increase			-	-	-	-	-	-	-
Base Debt Service Adjustment			-	-	-	-	-	-	-
Base Nonlimited Adjustment			-	-	-	-	-	-	-
Capital Construction			-	-	-	-	-	-	-
Subtotal 2027-29 Base Budget	**32**	**32.00**	**17,125,095**	**-**	**-**	**17,125,095**	**-**	**-**	**-**
Essential Packages									
010 - Non-PICS Pers Svc/Vacancy Factor									
Vacancy Factor (Increase)/Decrease	-	-	144,438	-	-	144,438	-	-	-
Non-PICS Personal Service Increase/(Decrease)	-	-	1,277	-	-	1,277	-	-	-
Subtotal	-	-	**145,715**	-	-	**145,715**	-	-	-
020 - Phase In / Out Pgm & One-time Cost									
021 - Phase-in	-	-	126,155	-	-	126,155	-	-	-
022 - Phase-out Pgm & One-time Costs	-	(0.54)	(2,210,155)	-	-	(2,210,155)	-	-	-
Subtotal	-	**(0.54)**	**(2,084,000)**	-	-	**(2,084,000)**	-	-	-
030 - Inflation & Price List Adjustments									
Cost of Goods & Services Increase/(Decrease)	-	-	193,706	-	-	193,706	-	-	-
State Gov"t & Services Charges Increase/(Decrease)			106,317	-	-	106,317	-	-	-

Real Estate Agency
Real Estate Agency
2027-29 Biennium

Agency Request Budget
Cross Reference Number: 91900-000-00-00-00000

Description	Positions	Full-Time Equivalent (FTE)	ALL FUNDS	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds
Subtotal	-	-	300,023	-	-	300,023	-	-	-
040 - Mandated Caseload									
040 - Mandated Caseload	-	-	-	-	-	-	-	-	-
050 - Fundshifts and Revenue Reductions									
050 - Fundshifts	-	-	-	-	-	-	-	-	-
060 - Technical Adjustments									
060 - Technical Adjustments	-	-	-	-	-	-	-	-	-
Subtotal: 2027-29 Current Service Level	32	31.46	15,486,833	-	-	15,486,833	-	-	-

Summary of 2027-29 Biennium Budget

Real Estate Agency
Real Estate Agency
2027-29 Biennium

Agency Request Budget
Cross Reference Number: 91900-000-00-00-00000

Description	Positions	Full-Time Equivalent (FTE)	ALL FUNDS	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds
Subtotal: 2027-29 Current Service Level	**32**	**31.46**	**15,486,833**	**-**	**-**	**15,486,833**	**-**	**-**	**-**
070 - Revenue Reductions/Shortfall									
070 - Revenue Shortfalls	(7)	(6.46)	(2,188,833)	-	-	(2,188,833)	-	-	-
Modified 2027-29 Current Service Level	**25**	**25.00**	**13,298,000**	**-**	**-**	**13,298,000**	**-**	**-**	**-**
080 - E-Boards									
081 - June 2026 Emergency Board	-	-	-	-	-	-	-	-	-
Subtotal Emergency Board Packages	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
Policy Packages									
100 - Fee Increase	4	4.00	2,277,163	-	-	2,277,163	-	-	-
101 - Licensing System - Post Go Live Enhancements	-	-	500,000	-	-	500,000	-	-	-
102 - Licensing System SaaS Fees	-	-	178,498	-	-	178,498	-	-	-
103 - Real Estate Team Registration	-	-	-	-	-	-	-	-	-
Subtotal Policy Packages	**4**	**4.00**	**2,955,661**	**-**	**-**	**2,955,661**	**-**	**-**	**-**
Total 2027-29 Agency Request Budget	**29**	**29.00**	**16,253,661**	**-**	**-**	**16,253,661**	**-**	**-**	**-**
Percentage Change From 2025-27 Leg Approved Budget	-9.38%	-9.38%	-0.19%	-	-	-0.19%	-	-	-
Percentage Change From 2027-29 Current Service Level	-9.38%	-7.82%	4.95%	-	-	4.95%	-	-	-

Summary of 2027-29 Biennium Budget

Real Estate Agency
Real Estate Agency
2027-29 Biennium

Agency Request Budget
Cross Reference Number: 91900-050-00-00-00000

Description	*Positions*	*Full-Time Equivalent (FTE)*	*ALL FUNDS*	*General Fund*	*Lottery Funds*	*Other Funds*	*Federal Funds*	*Nonlimited Other Funds*	*Nonlimited Federal Funds*
2025-27 Leg Adopted Budget	32	32.00	15,926,038	-	-	15,926,038	-	-	-
2025-27 Emergency Boards	-	-	357,944	-	-	357,944	-	-	-
2025-27 Leg Approved Budget	**32**	**32.00**	**16,283,982**	**-**	**-**	**16,283,982**	**-**	**-**	**-**
2027-29 Base Budget Adjustments									
Net Cost of Position Actions									
Administrative Biennialized E-Board, Phase-Out	-	-	841,113	-	-	841,113	-	-	-
Estimated Cost of Merit Increase			-	-	-	-	-	-	-
Base Debt Service Adjustment			-	-	-	-	-	-	-
Base Nonlimited Adjustment			-	-	-	-	-	-	-
Capital Construction			-	-	-	-	-	-	-
Subtotal 2027-29 Base Budget	**32**	**32.00**	**17,125,095**	**-**	**-**	**17,125,095**	**-**	**-**	**-**
Essential Packages									
010 - Non-PICS Pers Svc/Vacancy Factor									
Vacancy Factor (Increase)/Decrease	-	-	144,438	-	-	144,438	-	-	-
Non-PICS Personal Service Increase/(Decrease)	-	-	1,277	-	-	1,277	-	-	-
Subtotal	**-**	**-**	**145,715**	**-**	**-**	**145,715**	**-**	**-**	**-**
020 - Phase In / Out Pgm & One-time Cost									
021 - Phase-in	-	-	126,155	-	-	126,155	-	-	-
022 - Phase-out Pgm & One-time Costs	-	(0.54)	(2,210,155)	-	-	(2,210,155)	-	-	-
Subtotal	**-**	**(0.54)**	**(2,084,000)**	**-**	**-**	**(2,084,000)**	**-**	**-**	**-**
030 - Inflation & Price List Adjustments									
Cost of Goods & Services Increase/(Decrease)	-	-	193,706	-	-	193,706	-	-	-
State Gov"t & Services Charges Increase/(Decrease)			106,317	-	-	106,317	-	-	-

Summary of 2027-29 Biennium Budget

Real Estate Agency
Real Estate Agency
2027-29 Biennium

Agency Request Budget
Cross Reference Number: 91900-050-00-00-00000

Description	*Positions*	*Full-Time Equivalent (FTE)*	*ALL FUNDS*	*General Fund*	*Lottery Funds*	*Other Funds*	*Federal Funds*	*Nonlimited Other Funds*	*Nonlimited Federal Funds*
Subtotal	-	-	300,023	-	-	300,023	-	-	-
040 - Mandated Caseload									
040 - Mandated Caseload	-	-	-	-	-	-	-	-	-
050 - Fundshifts and Revenue Reductions									
050 - Fundshifts	-	-	-	-	-	-	-	-	-
060 - Technical Adjustments									
060 - Technical Adjustments	-	-	-	-	-	-	-	-	-
Subtotal: 2027-29 Current Service Level	32	31.46	15,486,833	-	-	15,486,833	-	-	-

Summary of 2027-29 Biennium Budget

Real Estate Agency
Real Estate Agency
2027-29 Biennium

Agency Request Budget
Cross Reference Number: 91900-050-00-00-00000

Description	*Positions*	*Full-Time Equivalent (FTE)*	*ALL FUNDS*	*General Fund*	*Lottery Funds*	*Other Funds*	*Federal Funds*	*Nonlimited Other Funds*	*Nonlimited Federal Funds*
Subtotal: 2027-29 Current Service Level	**32**	**31.46**	**15,486,833**	-	-	**15,486,833**	-	-	-
070 - Revenue Reductions/Shortfall									
070 - Revenue Shortfalls	(7)	(6.46)	(2,188,833)	-	-	(2,188,833)	-	-	-
Modified 2027-29 Current Service Level	**25**	**25.00**	**13,298,000**	-	-	**13,298,000**	-	-	-
080 - E-Boards									
081 - June 2026 Emergency Board	-	-	-	-	-	-	-	-	-
Subtotal Emergency Board Packages	-	-	-	-	-	-	-	-	-
Policy Packages									
100 - Fee Increase	4	4.00	2,277,163	-	-	2,277,163	-	-	-
101 - Licensing System - Post Go Live Enhancements	-	-	500,000	-	-	500,000	-	-	-
102 - Licensing System SaaS Fees	-	-	178,498	-	-	178,498	-	-	-
103 - Real Estate Team Registration	-	-	-	-	-	-	-	-	-
Subtotal Policy Packages	**4**	**4.00**	**2,955,661**	-	-	**2,955,661**	-	-	-
Total 2027-29 Agency Request Budget	**29**	**29.00**	**16,253,661**	-	-	**16,253,661**	-	-	-
Percentage Change From 2025-27 Leg Approved Budget	-9.38%	-9.38%	-0.19%	-	-	-0.19%	-	-	-
Percentage Change From 2027-29 Current Service Level	-9.38%	-7.82%	4.95%	-	-	4.95%	-	-	-

Summary Cross Reference Number	*Cross Reference Description*	*2023-25 Actuals*	*2025-27 Leg Adopted Budget*	*2025-27 Leg Approved Budget*	*2027-29 Agency Request Budget*	*2027-29 Governor's Budget*	*2027-29 Leg. Adopted Budget*
050-00-00-00000	**Real Estate Agency**						
	Other Funds	11,434,227	15,926,038	16,283,982	16,253,661	-	-
TOTAL AGENCY							
	Other Funds	11,434,227	15,926,038	16,283,982	16,253,661	-	-

Essential and Policy Package Narrative and Fiscal Impact Summary

010 Vacancy Factor and Non-Pics Personal Service

Package Description

This package includes general inflation on non-PICS items of temporaries, overtime, shift differentials, and unemployment compensation. This package restores $144,438 in vacancy savings and increases Personal Services by $1,277.

Total package is $145,715 other funds.

2025-2027 Fiscal Impact

No impact.

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Real Estate Agency | **Cross Reference Name: Real Estate Agency**
Pkg: 010 - Vacancy Factor and Non-ORPICS Personal Services | **Cross Reference Number: 91900-050-00-00-00000**

Description	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Personal Services							
Temporary Appointments	-	-	860	-	-	-	860
Overtime Payments	-	-	159	-	-	-	159
All Other Differential	-	-	89	-	-	-	89
Public Employees' Retire Cont	-	-	61	-	-	-	61
Social Security Taxes	-	-	85	-	-	-	85
Unemployment Assessments	-	-	22	-	-	-	22
Paid Family Medical Leave Insurance	-	-	1	-	-	-	1
Vacancy Savings	-	-	144,438	-	-	-	144,438
Total Personal Services	**-**	**-**	**$145,715**	**-**	**-**	**-**	**$145,715**
Total Expenditures							
Total Expenditures	-	-	145,715	-	-	-	145,715
Total Expenditures	**-**	**-**	**$145,715**	**-**	**-**	**-**	**$145,715**
Ending Balance							
Ending Balance	-	-	(145,715)	-	-	-	(145,715)
Total Ending Balance	**-**	**-**	**($145,715)**	**-**	**-**	**-**	**($145,715)**

Phase In Narrative and Fiscal Impact Summary

021 Phase-In

Package Description

This package phases in the costs of DAS Shared Client Services for Enterprise Information System, Desktop Support. .54 FTE ISS-2 reduced to fund phase-in.

Total package is $126,155 other funds.

2027-2029 Fiscal Impact

No impact.

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Real Estate Agency | **Cross Reference Name: Real Estate Agency**
Pkg: 021 - Phase-in | **Cross Reference Number: 91900-050-00-00-00000**

Description	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
Other Services and Supplies	-	-	126,155	-	-	-	126,155
Total Services & Supplies	**-**	**-**	**$126,155**	**-**	**-**	**-**	**$126,155**
Total Expenditures							
Total Expenditures	-	-	126,155	-	-	-	126,155
Total Expenditures	**-**	**-**	**$126,155**	**-**	**-**	**-**	**$126,155**
Ending Balance							
Ending Balance	-	-	(126,155)	-	-	-	(126,155)
Total Ending Balance	**-**	**-**	**($126,155)**	**-**	**-**	**-**	**($126,155)**

Phase Out Narrative and Fiscal Impact Summary

022 Phase-Out
Package Description
This package phases out .54 FTE ISS-2 position personnel costs at $126,155 to fund package 021 phase in for the costs of DAS Shared Client Services for Enterprise Information System, Desktop Support.

This package also phases out licensing system replacement costs of $2,084,000.

Total package is ($2,210,155) other funds.

2027-2029 Fiscal Impact
No impact.

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Real Estate Agency | **Cross Reference Name: Real Estate Agency**
Pkg: 022 - Phase-out Pgm & One-time Costs | **Cross Reference Number: 91900-050-00-00-00000**

Description	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Personal Services							
Class/Unclass Sal. and Per Diem	-	-	(78,343)	-	-	-	(78,343)
Empl. Rel. Bd. Assessments	-	-	(39)	-	-	-	(39)
Public Employees' Retire Cont	-	-	(19,367)	-	-	-	(19,367)
Social Security Taxes	-	-	(5,993)	-	-	-	(5,993)
Paid Family Medical Leave Insurance	-	-	(314)	-	-	-	(314)
Worker's Comp. Assess. (WCD)	-	-	(19)	-	-	-	(19)
Flexible Benefits	-	-	(22,080)	-	-	-	(22,080)
Total Personal Services	**-**	**-**	**($126,155)**	**-**	**-**	**-**	**($126,155)**
Capital Outlay							
Data Processing Software	-	-	(2,084,000)	-	-	-	(2,084,000)
Total Capital Outlay	**-**	**-**	**($2,084,000)**	**-**	**-**	**-**	**($2,084,000)**
Total Expenditures							
Total Expenditures	-	-	(2,210,155)	-	-	-	(2,210,155)
Total Expenditures	**-**	**-**	**($2,210,155)**	**-**	**-**	**-**	**($2,210,155)**
Ending Balance							
Ending Balance	-	-	2,210,155	-	-	-	2,210,155
Total Ending Balance	**-**	**-**	**$2,210,155**	**-**	**-**	**-**	**$2,210,155**

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Real Estate Agency | **Cross Reference Name: Real Estate Agency**
Pkg: 022 - Phase-out Pgm & One-time Costs | **Cross Reference Number: 91900-050-00-00-00000**

Description	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Total FTE							
Total FTE							(0.54)
Total FTE	**-**	**-**	**-**	**-**	**-**	**-**	**(0.54)**

2027-29 Biennium | **Cross Reference Number: 91900-050-00-00-00000**

Agency Request Budget | **Package Number: 22**

Position Number	Auth No	Workday Id	Classification	Classification Name	Sal Rng	Pos Type	Mos	Step	Rate	Salary	OPE	Total	Pos Cnt	FTE
5026	512560	4754	AR C1482 I P	INFORMATION SYSTEMS SPECIALI	21	PP	0	7	6,092	-78,343	-47,812	-126,155	0	-0.54
				General Funds						**0**	**0**	**0**		
				Lottery Funds						**0**	**0**	**0**		
				Other Funds						**-78,343**	**-47,812**	**-126,155**		
				Federal Funds						**0**	**0**	**0**		
				Total Funds						**-78,343**	**-47,812**	**-126,155**	**0**	**-0.54**

Position Number	Auth No	Workday Id	Classification	Classification Name	Sal Rng	Pos Type	Mos	Step	Rate	Salary	OPE	Total	Pos Cnt	FTE
5026	512560	4754 AR	C1482 I P	INFORMATION SYSTEMS SPECIALI	21	PP	0	7	6,092	78,343	47,812	126,155	0	0.54
				General Funds						**0**	**0**	**0**		
				Lottery Funds						**0**	**0**	**0**		
				Other Funds						**78,343**	**47,812**	**126,155**		
				Federal Funds						**0**	**0**	**0**		
				Total Funds						**78,343**	**47,812**	**126,155**	**0**	**0.54**

Standard Inflation and Fiscal Impact Summary

031 – Standard Inflation
Package Description
This essential package reflects the projected inflation increases in goods and services, the published changes in pricing of government service charges, and above standard inflation totals.

The cost of goods and services increased by $300,023. This is based on the biennial general inflation factor of 4.9% which is applied to most Services and Supplies and non-PICS Personal Services costs for 2027-29. The inflation factor for Professional Services accounts is 9.3%, Attorney General is 9.3%, and State Government Service Charges was 11.96%. The Agency's litigation related DAS Risk charges remain at the high rate of $566,290 through the 2027-29 biennium, with substantially reduced rates expected in 2029-31, should the Agency not face a legal challenge in the upcoming biennium.

2027-2029 Fiscal Impact
No impact.

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Real Estate Agency | **Cross Reference Name: Real Estate Agency**
Pkg: 031 - Standard Inflation | **Cross Reference Number: 91900-050-00-00-00000**

Description	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
Instate Travel	-	-	2,560	-	-	-	2,560
Out of State Travel	-	-	559	-	-	-	559
Employee Training	-	-	2,053	-	-	-	2,053
Office Expenses	-	-	3,012	-	-	-	3,012
Telecommunications	-	-	3,586	-	-	-	3,586
State Gov. Service Charges	-	-	106,317	-	-	-	106,317
Data Processing	-	-	6,065	-	-	-	6,065
Publicity and Publications	-	-	848	-	-	-	848
Professional Services	-	-	9,787	-	-	-	9,787
IT Professional Services	-	-	18,989	-	-	-	18,989
Attorney General	-	-	46,091	-	-	-	46,091
Employee Recruitment and Develop	-	-	430	-	-	-	430
Dues and Subscriptions	-	-	531	-	-	-	531
Facilities Rental and Taxes	-	-	-	-	-	-	-
Facilities Maintenance	-	-	251	-	-	-	251
Agency Program Related S and S	-	-	91,375	-	-	-	91,375
Other Services and Supplies	-	-	271	-	-	-	271
Expendable Prop 250 - 5000	-	-	1,617	-	-	-	1,617
IT Expendable Property	-	-	5,681	-	-	-	5,681
Total Services & Supplies	**-**	**-**	**$300,023**	**-**	**-**	**-**	**$300,023**

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Real Estate Agency
Pkg: 031 - Standard Inflation

Cross Reference Name: Real Estate Agency
Cross Reference Number: 91900-050-00-00-00000

Description	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Total Expenditures							
Total Expenditures	-	-	300,023	-	-	-	300,023
Total Expenditures	**-**	**-**	**$300,023**	**-**	**-**	**-**	**$300,023**
Ending Balance							
Ending Balance	-	-	(300,023)	-	-	-	(300,023)
Total Ending Balance	**-**	**-**	**($300,023)**	**-**	**-**	**-**	**($300,023)**

Revenue Shortfall and Fiscal Impact Summary

070 – Revenue Shortfall

Package Description

This revenue shortfall package reflect the reductions required should policy option package 100 not pass.

This package includes the abolishment for seven positions and 6.46 FTE, for a total reduction of $1,859,171 in total personal services. Further this package reduces Attorney General limitation by $200,000 and realizes savings of $124,294 in facilities rental costs and $5,368 in facilities maintenance.

2027-2029 Fiscal Impact

No impact.

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Real Estate Agency | **Cross Reference Name: Real Estate Agency**
Pkg: 070 - Revenue Shortfalls | **Cross Reference Number: 91900-050-00-00-00000**

Description	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Personal Services							
Class/Unclass Sal. and Per Diem	-	-	(1,183,529)	-	-	-	(1,183,529)
Empl. Rel. Bd. Assessments	-	-	(514)	-	-	-	(514)
Public Employees' Retire Cont	-	-	(292,567)	-	-	-	(292,567)
Social Security Taxes	-	-	(90,541)	-	-	-	(90,541)
Paid Family Medical Leave Insurance	-	-	(4,733)	-	-	-	(4,733)
Worker's Comp. Assess. (WCD)	-	-	(247)	-	-	-	(247)
Flexible Benefits	-	-	(287,040)	-	-	-	(287,040)
Total Personal Services	**-**	**-**	**($1,859,171)**	**-**	**-**	**-**	**($1,859,171)**
Services & Supplies							
Attorney General	-	-	(200,000)	-	-	-	(200,000)
Facilities Rental and Taxes	-	-	(124,294)	-	-	-	(124,294)
Facilities Maintenance	-	-	(5,368)	-	-	-	(5,368)
Total Services & Supplies	**-**	**-**	**($329,662)**	**-**	**-**	**-**	**($329,662)**
Total Expenditures							
Total Expenditures	-	-	(2,188,833)	-	-	-	(2,188,833)
Total Expenditures	**-**	**-**	**($2,188,833)**	**-**	**-**	**-**	**($2,188,833)**
Ending Balance							
Ending Balance	-	-	2,188,833	-	-	-	2,188,833
Total Ending Balance	**-**	**-**	**$2,188,833**	**-**	**-**	**-**	**$2,188,833**

Position Number	Auth No	Workday Id	Classification	Classification Name	Sal Rng	Pos Type	Mos	Step	Rate	Salary	OPE	Total	Pos Cnt	FTE
569	512460	46628 AR	C0107 A P	ADMINISTRATIVE SPECIALIST 1	17	PF	24	7	5,026	-120,624	-83,805	-204,429	-1	-1.00
5017	512510	26009 MMS	X7085 A P	BUSINESS OPERATIONS MANAGEI	31X	PF	24	11	12,332	-295,968	-141,266	-437,234	-1	-1.00
5026	512560	4754 AR	C1482 I P	INFORMATION SYSTEMS SPECIALI	21	PP	0	7	6,092	-67,865	-44,378	-112,243	-1	-0.46
5039	512620	30701 AR	C5235 A P	FINANCIAL INVESTIGATOR 1	26	PF	0	11	9,295	-223,080	-117,380	-340,460	-1	-1.00
5069	512720	46786 AR	C0108 A P	ADMINISTRATIVE SPECIALIST 2	20	PF	24	6	5,511	-132,264	-87,620	-219,884	-1	-1.00
5105	1434791	147086 AR	C5246 A P	COMPLIANCE SPECIALIST 1	21	PF	24	7	6,065	-145,560	-91,976	-237,536	-1	-1.00
5937	668670	30549 AR	C1486 I P	INFORMATION SYSTEMS SPECIALI	29	PF	0	5	8,257	-198,168	-109,217	-307,385	-1	-1.00
				General Funds						**0**	**0**	**0**		
				Lottery Funds						**0**	**0**	**0**		
				Other Funds						**-1,183,529**	**-675,642**	**-1,859,171**		
				Federal Funds						**0**	**0**	**0**		
				Total Funds						**-1,183,529**	**-675,642**	**-1,859,171**	**-7**	**-6.46**

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Real Estate Agency | **Cross Reference Name: Real Estate Agency**
Pkg: 070 - Revenue Shortfalls | **Cross Reference Number: 91900-050-00-00-00000**

Description	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Total Positions							
Total Positions							(7)
Total Positions	**-**	**-**	**-**	**-**	**-**	**-**	**(7)**
Total FTE							
Total FTE							(6.46)
Total FTE	**-**	**-**	**-**	**-**	**-**	**-**	**(6.46)**

Fee Increase

100 – Fee Increase
Package Description
This fee increase package seeks an increase to licensing fees.

The last legislatively approved fee increase occurred during the 2017 session. Since then, operational costs have risen significantly. OREA's state government service assessment increased by 325%, from $228,439 to $971,003. A substantial portion of this growth stems from higher risk-liability charges associated with two legal challenges to Chapter 696. Biennial assessments in this category alone increased from $3,407 in 2017-2019 to $459,807 in 2025-2027. When excluding litigation-related premiums, state government service charges still increased by 81%.

While increases in services and supplies costs have impacted OREA's cash position, personal services expenses are the dominant driver, representing roughly 80% of the Agency's total budget. Staffing-related expenses for the OREA's 29 FTE have risen sharply in recent years, with total costs climbing 54%, from $6,187,315 in 2017-2019 to $9,512,520 projected in 2025-2027. Historic inflation catapulted COLAs upward by 33% since 2017, and the statewide pay equity assessment further contributed to the Agency's sizeable increases in personnel cost, with nearly 30% of Agency staff re-established at higher salary levels.

This period of increased operational costs is overlapping with a period of revenue decline caused by fewer entrants into the business and a higher rate of licensees choosing to exit the profession. Following the pandemic housing boom (between 2020 and 2022), a recalibration period has settled into real estate with less optimism toward entering or remaining in the profession. Over this period, the Agency has seen new application rates recede by 41%, bottoming out in 2023-2024 and showing stabilization and modest recovering in 2025-2026. Beginning in 2023, renewal rates have steadily dropped as well, with the number of lapsed licensees currently averaging 18% per month, a roughly 5% increase from five years ago. We anticipate this rate to increase to a 20-22% average in 2027-2029.

To manage the cumulative effect of both steep cost increases and declining revenue, the Agency performed a series of cost reduction measures in 2025. This included outsourcing IT services to DAS Shared Services and laying off two FTE providing internal technical support, ending an internal developmental assignment and eliminating a limited duration backfill position, reducing one Financial Investigator position through the layoff process, and moving to a smaller state-owned office location with a 2/3rds reduction in square footage and a 50% reduction in rent expense. Altogether, these actions reduced expenditures by over one million dollars in the 2025–2027 biennium, without diminishing service delivery or compromising key performance measures. The Agency permanently abolishes those positions in package 070 and do not reintroduce them in package 100.

OREA is currently averaging a monthly deficit of $78,000. OREA is under contract and midway through delivery of a $2,084,000 licensing replacement system. We anticipate an ending cash balance of $2,327,368 or 4-5 months of Agency operating expenses. Assuming licensing trends outlined within this budget and without this restorative policy option package, Agency customer service KPMs will be heavily impacted.

2027-2029 Fiscal Impact

This policy option package increases revenue by $5,108,249 and has a fiscal impact of $2,277,163 by restoring limitation reduced in the revenue shortfall package of Attorney General at $200,000, four FTE restored at $1,099,083, and $978,080 in increased pass through charges related to examination fees and the related increase in rate.

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Real Estate Agency | **Cross Reference Name: Real Estate Agency**
Pkg: 100 - Fee Increase | **Cross Reference Number: 91900-050-00-00-00000**

Description	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Revenues							
Business Lic and Fees	-	-	5,108,249	-	-	-	5,108,249
Total Revenues	**-**	**-**	**$5,108,249**	**-**	**-**	**-**	**$5,108,249**
Personal Services							
Class/Unclass Sal. and Per Diem	-	-	694,416	-	-	-	694,416
Empl. Rel. Bd. Assessments	-	-	316	-	-	-	316
Public Employees' Retire Cont	-	-	171,659	-	-	-	171,659
Social Security Taxes	-	-	53,123	-	-	-	53,123
Paid Family Medical Leave Insurance	-	-	2,777	-	-	-	2,777
Worker's Comp. Assess. (WCD)	-	-	152	-	-	-	152
Flexible Benefits	-	-	176,640	-	-	-	176,640
Total Personal Services	**-**	**-**	**$1,099,083**	**-**	**-**	**-**	**$1,099,083**
Services & Supplies							
Attorney General	-	-	200,000	-	-	-	200,000
Agency Program Related S and S	-	-	978,080	-	-	-	978,080
Total Services & Supplies	**-**	**-**	**$1,178,080**	**-**	**-**	**-**	**$1,178,080**
Total Expenditures							
Total Expenditures	-	-	2,277,163	-	-	-	2,277,163
Total Expenditures	**-**	**-**	**$2,277,163**	**-**	**-**	**-**	**$2,277,163**

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Real Estate Agency | **Cross Reference Name: Real Estate Agency**
Pkg: 100 - Fee Increase | **Cross Reference Number: 91900-050-00-00-00000**

Description	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Ending Balance							
Ending Balance	-	-	2,831,086	-	-	-	2,831,086
Total Ending Balance	**-**	**-**	**$2,831,086**	**-**	**-**	**-**	**$2,831,086**
Total Positions							
Total Positions							4
Total Positions	**-**	**-**	**-**	**-**	**-**	**-**	**4**
Total FTE							
Total FTE							4.00
Total FTE	**-**	**-**	**-**	**-**	**-**	**-**	**4.00**

Position Number	Auth No	Workday Id	Classification	Classification Name	Sal Rng	Pos Type	Mos	Step	Rate	Salary	OPE	Total	Pos Cnt	FTE
569	512460	46628	AR C0107 A P	ADMINISTRATIVE SPECIALIST 1	17	PF	24	7	5,026	120,624	83,805	204,429	1	1.00
5017	512510	26009	MMS X7085 A P	BUSINESS OPERATIONS MANAGEI	31X	PF	24	11	12,332	295,968	141,266	437,234	1	1.00
5069	512720	46786	AR C0108 A P	ADMINISTRATIVE SPECIALIST 2	20	PF	24	6	5,511	132,264	87,620	219,884	1	1.00
5105	1434791	147086	AR C5246 A P	COMPLIANCE SPECIALIST 1	21	PF	24	7	6,065	145,560	91,976	237,536	1	1.00
				General Funds						**0**	**0**	**0**		
				Lottery Funds						**0**	**0**	**0**		
				Other Funds						**694,416**	**404,667**	**1,099,083**		
				Federal Funds						**0**	**0**	**0**		
				Total Funds						**694,416**	**404,667**	**1,099,083**	**4**	**4.00**

Licensing System – Post Go Live Enhancements

101 – Post Go Live Enhancements

Package Description

The Agency is scheduled to launch the licensing and regulatory system replacement in Spring of 2027. This system was approved in the last budget for $2,084,000. Payments are based on a milestone schedule, disbursed upon the Agency approval of the product as items are delivered. This results in most of the expenses incurred at the go live event.

This policy option package serves to provide limitation for any contracted items that are delivered post go live items that are in the 2027-29 biennium.

2027-2029 Fiscal Impact

Fiscal Impact of $500,000

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Real Estate Agency | **Cross Reference Name: Real Estate Agency**
Pkg: 101 - Licensing System - Post Go Live Enhancements | **Cross Reference Number: 91900-050-00-00-00000**

Description	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Capital Outlay							
Data Processing Software	-	-	500,000	-	-	-	500,000
Total Capital Outlay	**-**	**-**	**$500,000**	**-**	**-**	**-**	**$500,000**
Total Expenditures							
Total Expenditures	-	-	500,000	-	-	-	500,000
Total Expenditures	**-**	**-**	**$500,000**	**-**	**-**	**-**	**$500,000**
Ending Balance							
Ending Balance	-	-	(500,000)	-	-	-	(500,000)
Total Ending Balance	**-**	**-**	**($500,000)**	**-**	**-**	**-**	**($500,000)**

Licensing System – *Licensing System SaaS Fees*

102 – Licensing System SaaS Fees
Package Description
Maintenance and licensing fees for the Agency's online licensing and regulatory system have increased beyond the existing IT professional services limitation. This package aligns expenditure limitation with actual contracted software as a service fee for the Agency's state regulatory software.

2027-2029 Fiscal Impact
Fiscal Impact of $178,498

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Real Estate Agency | **Cross Reference Name: Real Estate Agency**

Pkg: 102 - Licensing System SaaS Fees | **Cross Reference Number: 91900-050-00-00-00000**

Description	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
IT Professional Services	-	-	178,498	-	-	-	178,498
Total Services & Supplies	**-**	**-**	**$178,498**	**-**	**-**	**-**	**$178,498**
Total Expenditures							
Total Expenditures	-	-	178,498	-	-	-	178,498
Total Expenditures	**-**	**-**	**$178,498**	**-**	**-**	**-**	**$178,498**
Ending Balance							
Ending Balance	-	-	(178,498)	-	-	-	(178,498)
Total Ending Balance	**-**	**-**	**($178,498)**	**-**	**-**	**-**	**($178,498)**

Teams Registration

103 – Real Estate Team Registration

Package Description

This package is revenue generating in nature and establishes a fee for a team registration of $75. This would apply to each new team registered under a registered business name.

By establishing required team registration the public will have visibility from the Agency's public search, of all licensees operating under a team and identifying all of the licensed team members. A fee of $15 would be assessed for each transfer of a licensee into or out of a team.

2027-2029 Fiscal Impact

There are no costs associated with this policy option package. Revenue impact of $50,955.

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Real Estate Agency | **Cross Reference Name: Real Estate Agency**
Pkg: 103 - Real Estate Team Registration | **Cross Reference Number: 91900-050-00-00-00000**

Description	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Revenues							
Business Lic and Fees	-	-	50,955	-	-	-	50,955
Total Revenues	**-**	**-**	**$50,955**	**-**	**-**	**-**	**$50,955**
Ending Balance							
Ending Balance	-	-	50,955	-	-	-	50,955
Total Ending Balance	**-**	**-**	**$50,955**	**-**	**-**	**-**	**$50,955**

POS116 - Net Package Fiscal Impact Report

Real Estate Agency

2027-29 Biennium — **Cross Reference Number: 91900-050-00-00-00000**

Current Service Level — **Package Number: 22**

Position Number	Auth No	Workday Id	Classification	Classification Name	Sal Rng	Pos Type	Mos	Step	Rate	Salary	OPE	Total	Pos Cnt	FTE
5026	512560	4754 AR	C1482 I P	INFORMATION SYSTEMS SPECIALI	21	PP		7	6,092	-78,343	-47,812	-126,155	0	-0.54
				General Funds						**0**	**0**	**0**		
				Lottery Funds						**0**	**0**	**0**		
				Other Funds						**-78,343**	**-47,812**	**-126,155**		
				Federal Funds						**0**	**0**	**0**		
				Total Funds						**-78,343**	**-47,812**	**-126,155**	**0**	**-0.54**

Position Number	Auth No	Workday Id	Classification	Classification Name	Sal Rng	Pos Type	Mos	Step	Rate	Salary	OPE	Total	Pos Cnt	FTE
5026	512560	4754	AR C1482 I P	INFORMATION SYSTEMS SPECIALI	21	PP		7	6,092	0	0	0	0	0.00
				General Funds						**0**	**0**	**0**		
				Lottery Funds						**0**	**0**	**0**		
				Other Funds						**0**	**0**	**0**		
				Federal Funds						**0**	**0**	**0**		
				Total Funds						**0**	**0**	**0**	**0**	**0.00**

SPECIAL REPORTS

Affirmative Action Plan/Diversity, Equity & Inclusion Plan

AFFIRMATIVE ACTION AND DIVERSITY, EQUITY & INCLUSION ACTION PLAN

2027-2029

Oregon Real Estate Agency

Oregon
Tina Kotek, Governor

Real Estate Agency
775 Summer St. NE, Suite 330
Salem, Oregon, 97301-1283
Phone: (503) 378-4170
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July 31, 2026

Juliet Valdez
Affirmative Action Manager
Office of Cultural Change
juliet.o.valdez@das.oregon.gov

RE: 2027-2029 Affirmative Action Plan

The Oregon Real Estate Agency (OREA) is pleased to submit our 2027-2029 Affirmative Action/Diversity, Equity, and Inclusion Plan.

OREA's mission is to provide quality protection for Oregon consumers of real estate, escrow, and land development services, balanced with a professional environment conducive to a healthy market atmosphere. As a part of this mission, we are building an inclusive and diverse Agency, reflective of the Oregonians we serve.

OREA is committed to diversity and continuing our efforts of creating and maintaining a workforce that parallels the diverse population of Oregon. In doing so, it is imperative that OREA provides a work environment that is positive, respectful, safe, and free from harassment and discrimination of any kind.

In addition, we are committed to integrating diversity and inclusion into how we conduct business to better serve the diverse citizens of Oregon.

Enclosed please find the updated Oregon Real Estate Agency Affirmative Action Plan for the 2027-2029 Biennium for your review and consideration.

If you have any questions or need additional information, please contact Mesheal Tracy, the Agency's AA/DEI Representative, at (971) 719-3544.

Steve Strode
Real Estate Commissioner

Table of Contents

Introduction

The Oregon Real Estate Agency (OREA) submits this Affirmative Action and Diversity, Equity, and Inclusion (AA–DEI) Plan for the 2027–2029 biennium in accordance with ORS 659A.012 and the guidance provided by the Department of Administrative Services (DAS). This plan reflects OREA's ongoing commitment to equal employment opportunity, inclusive workplace practices, and meaningful engagement with diverse communities throughout Oregon, consistent with Executive Order 22-11, which reaffirms the State of Oregon's commitment to diversity, equity, and inclusion in the workplace and to addressing the effects of past discriminatory practices in state employment.

As a small agency of 29 employees, OREA continues to integrate its Affirmative Action Plan within its broader DEI framework to reduce duplication, strengthen alignment with agency objectives, and support practical implementation. The plan includes required elements such as the Progress Report for the 2025–2027 biennium, the Leadership Evaluation Report, complaint procedures, roles and responsibilities for plan implementation, contracting data, and the goals and strategies for the 2027–2029 biennium.

The strategies outlined in this plan aim to enhance stakeholder engagement, expand development pathways as hiring opportunities arise, and strengthen OREA's internal culture of inclusion. Consistent with EO 22-11 and ORS 659A.012, these efforts support OREA's mission to serve the diverse population of Oregon by fostering a workforce and organizational culture that values fairness, respect, integrity, and a sense of belonging.

1. AGENCY OVERVIEW

Mission Statement

The mission of the Oregon Real Estate Agency (OREA) is to provide quality protection for Oregon consumers of real estate, escrow, and land development services, balanced with a professional environment conducive to a healthy market atmosphere.

Who We Are

OREA is a stand-alone Executive Branch Agency of the State of Oregon charged with administering professional real estate licensing and regulating Oregon real estate license law (ORS Chapter 696).

The Real Estate Commissioner, who is appointed by the governor and an employee of the state, directs the Agency. The Commissioner oversees the administration of the Agency and is responsible for assessing sanctions for license law violations.

The Oregon Real Estate Board is an advisory board. Its nine members are appointed by the governor. The Board's duties include:

- Advising the Commissioner and the Governor's office regarding real estate industry matters.
- Reviewing proposed administrative rules.
- Reviewing experience waver requests from principal broker applicants and determining if the applicants have experience equivalent to three years of active license experience.
- Making recommendations about the license examination process.
- Reviewing and determining if continuing education provider applicants are qualified for certification.

Our Values

- Equity
- Respect
- Transparency
- Adaptability & Innovation
- Stewardship & Customer Service
- Accountability

Our Strategic Goals

- Ensure equity in the application of laws and rules.
- Increase accessibility and reduce barriers in licensing and information to consumers.
- Improve operational efficiency

Our Guiding Principles

Regulatory Effectiveness
(Appropriateness and Adaptability to Change)
We regulate from a perspective of consumer and licensee impact. We are dedicated to adaptability as real estate practice evolves. In collaboration with our stakeholders, we continually evaluate our governing regulatory framework, within the context of the current market atmosphere.

Operational Excellence (Innovation & Stewardship)
As stewards of licensing fees, to fund Agency operations, we are responsible for conducting business efficiently and effectively. We implement innovative, cost-effective tools that deliver a measurable return on the investment.

Service Driven (Equity & Transparency)
We believe that equity is foundational to our purpose. We aim to provide all who engage with the Agency an opportunity to be heard and understood, providing transparency, resources, and assistance in a timely and thoughtful manner.

Professionalism
(Customer Service Excellence, Accountability & Respect)
In all aspects of our work, we are accountable to the public, licensees and all of our stakeholders. We maintain an environment of inclusion, showing respect for all parties we engage with. We provide accurate information, consistently and reliably.

Workforce Snapshot

As of June 30, 2025, the Oregon Real Estate Agency employed 32 staff. OREA is a small agency with low turnover and limited hiring activity during the 2025–2027 biennium. Based on available Workday data, the agency's workforce composition was:

- 71% women employees
- 75% women in officials and managers
- 100% women in lead worker roles
- 18% employees identifying as people of color
- 6.5% veteran employees

Due to OREA's small size and narrow operational scope, hiring opportunities are limited, and workforce demographics tend to remain stable over time. The agency continues to apply inclusive recruitment practices when position vacancies occur.

2. CONTACTS

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Kelly.s.brooks@oregon.gov

Affirmative Action Representative/Tribal Liaison/Diversity, Equity & Inclusion Officer
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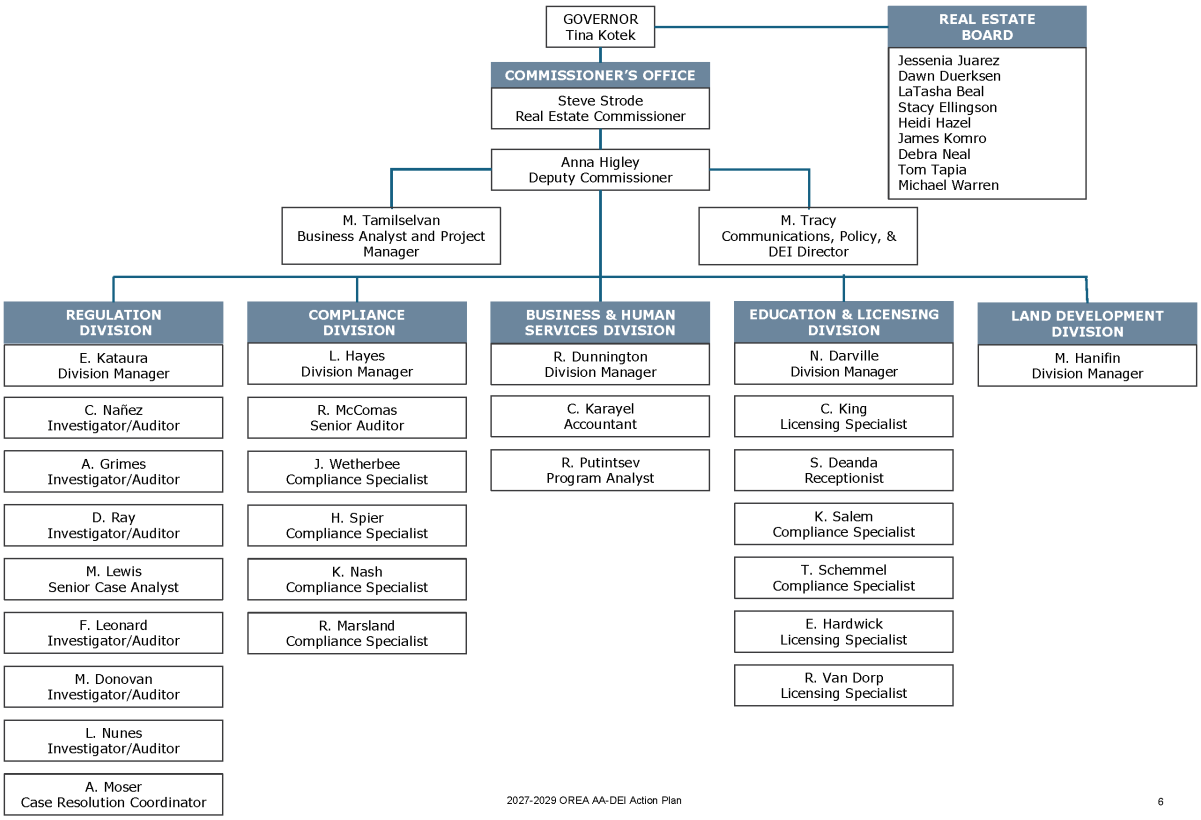
3. ORGANIZATIONAL CHART



2027-2029 OREA AA-DEI Action Plan

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4. ROLES FOR IMPLEMENTATION

Executive Leadership (Commissioner and Deputy Commissioner)

The Commissioner provides overall leadership for OREA's Affirmative Action and DEI efforts and ensures alignment with the agency's mission and statewide equity priorities. The Deputy Commissioner has direct oversight of management personnel and is responsible for ensuring AA-DEI expectations are consistently integrated into supervisory practices. Executive leadership supports the implementation of this plan through clear communication of responsibilities, accountability for progress, and reinforcement of inclusive workplace expectations.

Communications, Policy, and DEI Director (Affirmative Action Representative)

The Communications, Policy, and DEI Lead coordinates OREA's AA-DEI Plan and serves as the agency's Affirmative Action Representative. Responsibilities include developing and maintaining the AA–DEI Plan, monitoring progress, reporting to DAS, leading DEI communication efforts, supporting AA-DEI training, and strengthening relationships with DEI-centered industry affinity groups. This role also supports improvements to AA-DEI performance guidance for managers and acts as a central resource for inclusive stakeholder engagement.

Business and Human Resources Manager

The HR Manager ensures AA-DEI compliance in personnel processes, including recruitment, onboarding, retention, performance management, and complaint procedures. The HR Manager collaborates on refining AA-DEI-related performance guidance, supports updates to exit/stay interview tools, and will assist in ensuring management position descriptions and evaluation materials reflect clear AA-DEI expectations.

Managers and Supervisors

Managers and supervisors are responsible for implementing AA-DEI responsibilities within their teams. This includes fostering inclusive workplace practices, supporting DEI communication efforts, participating in statewide DEI and leadership development resources as appropriate, and applying documented AA-DEI expectations consistently in supervisory activities and performance evaluations. Managers will be accountable for understanding and fulfilling AA-DEI responsibilities outlined in their position descriptions.

All OREA Employees

All employees contribute to OREA's AA-DEI goals by upholding agency values, participating in inclusive workplace practices, engaging with DEI communication and learning opportunities, and applying nondiscriminatory practices in their day-to-day work.

5. 2025-2027 BIENNIUM PROGRESS REPORT

Progress toward Previous Strategies and Goals

OREA's efforts to advance its Affirmative Action goals during the 2025–2027 biennium were sustained despite challenges related to cost reductions, holding positions vacant, and limited hiring opportunities.

The agency maintained progress in DEI-focused external engagement, inclusive culture initiatives, and stakeholder partnerships. OREA will continue refining outreach, evaluation, and implementation practices in the 2027–2029 biennium.

Goal 1: Foster Diversity and Inclusion in Stakeholder Engagement; Reduce Barriers to Entry

OREA made progress toward strengthening diversity and inclusion in stakeholder engagement.

With the hiring of the Communications, Policy, and DEI Director, responsibility for DEI-centered external engagement transitioned from executive leadership, continuing the agency's efforts in strengthening stakeholder engagement.

The director attended events hosted by the LGBTQ+ Real Estate Alliance, Oregon Realtists (National Association of Real Estate Brokers), and NAHREP Western Oregon (National Association of Hispanic Real Estate Professionals. These engagements support the objective establishing relationships with at least three affinity groups.

OREA continued efforts to broaden representation in its workgroups and other industry-facing activities by intentionally inviting a diverse cross-section of licensees and stakeholders to participate. These invitations consistently include individuals representing a variety of professional backgrounds, lived experiences, and real estate market segments.

However, progress toward increasing measurable diversity on workgroups is limited by the agency’s current data environment. OREA does not currently track demographic characteristics of licensees who accept workgroup participation invitations. Therefore, the agency is unable to determine with certainty whether the diversity of workgroup participants has increased due to targeted outreach efforts.

The agency recognizes this limitation and will continue refining its approach to inclusive engagement within available resources.

Goal 2: Increase Representation of Diverse Employees

OREA’s progress toward increasing workforce representation was constrained by cost-reduction measures and very low turnover.

Efforts to reinstate and expand a student worker program have been delayed. While this pathway remains an important future strategy for improving access for underrepresented groups, OREA has been unable to implement a student worker program during the current biennium. The agency intends to revisit this initiative when hiring capacity improves.

OREA explored options for establishing mentorship partnerships with larger state agencies; however, no suitable cross-agency mentorship program has been identified. Through this process, OREA became aware of DAS’s existing mentorship programs for emerging managers and project managers. These programs provide professional development pathways that may benefit OREA employees. The agency will begin sharing information about these DAS opportunities with staff.

With the hiring of the Administrative and Human Resources Manager, the agency can better direct retention data gathering, including exploring enhancements to the exit interview process. These activities support the intent to better understand and address retention challenges faced by diverse employees once hiring activity resumes.

Goal 3: Improve the Culture of Inclusion

OREA made consistent progress toward improving its culture of inclusion. The Communications, Policy, and DEI Lead developed ongoing internal DEI communication, including monthly DEI-focused newsletter content and regular promotion of external learning opportunities for staff. These efforts support OREA's objective to implement a comprehensive DEI communication strategy.

The agency continued offering DEI-centered learning opportunities to managers and staff, fulfilling the intent of facilitating DEI training with emphasis on inclusive leadership practices. The annual Gallup Employee Engagement Survey provided ongoing measurement of workplace belonging and inclusion.

OREA determined that establishing an internal ERG would not be effective given the agency's small size. Through informal conversation, OREA identified a point of contact at a larger state agency who indicated OREA staff may be able to participate in that agency's existing ERGs. OREA has not yet followed up on this contact due to competing priorities. The agency intends to reach out and explore this opportunity by the end of the 2027–2029 biennium, with the Communications, Policy, and DEI Director leading the outreach. Should a partnership be established, OREA will also confirm any procedural requirements for staff participation in an external agency's ERG.

Alignment with DEI and Strategic Plans

As a small agency, OREA combines its Affirmative Action and DEI efforts into a single plan, ensuring that workforce equity, inclusive stakeholder engagement, and culture-of-belonging initiatives are pursued as one integrated strategy rather than parallel, disconnected efforts. This integrated approach directly supports the agency's broader strategic goals around equity, accessibility, and stewardship and reflects OREA's Guiding Principles and Strategic Goals.

Leadership Evaluation Report

As required under ORS 659A.012

Overview

The Oregon Real Estate Agency incorporates Affirmative Action (AA) objectives into its management practices through a combination of documented responsibilities, annual position description review, HR guidance, and structured plan updates. These practices create recurring touchpoints where managers receive clarification about AA expectations and their role in fostering an inclusive workplace.

However, the agency acknowledges areas for improvement regarding the explicit integration of AA objectives into Performance Accountability and Feedback (PAF) evaluations.

To close this gap, OREA will incorporate AA-DEI criteria into manager position descriptions and PAF templates during the 2027 PD review cycle, with evaluation language in place for all managers by the start of 2028.

How AA Objectives Are Communicated to Managers

AA responsibilities are communicated to managers through the following established processes:

- The agency's AA-DEI Plan, which includes the agency's AA objectives, is distributed to the management team and reviewed during management meetings.
- The AA-DEI Plan is posted publicly on the agency website and internally on the shared drive, ensuring access for all managers.
- Manager position descriptions (PDs) include AA and DEI responsibilities; PDs are reviewed with each manager annually, creating a recurring point of communication.
- HR provides direct guidance to managers around AA obligations during recruitment, hiring, annual PD reviews, and biennial plan updates.

How Managers Understand AA Expectations Within Evaluations

At this time, the agency has not yet explicitly communicated to managers that their effectiveness in achieving AA objectives will be evaluated as part of their PAF performance evaluation criteria. This gap was identified during the CHRO review, and the Agency is committed to addressing it as an improvement area.

Managers currently rely on:

- The AA-DEI Plan
- Annual PD reviews
- HR guidance
- Quarterly PAF check-in templates that include culture and inclusion prompts

This provides a foundation, but the agency recognizes that further work is needed to formalize and standardize AA-related performance criteria. OREA will incorporate explicit AA-DEI criteria into manager PDs and PAF templates during the FY2028 PD review cycle.

Training and Coaching Provided to Managers

Managers are required to complete:

- DAS Foundational Manager Training
- Performance, Accountability, and Feedback Training

These include components related to cultural competency and equitable supervision.

The agency measures management effectiveness broadly through:

- Quarterly PAF check-in completion reports
- Gallup engagement survey results (belonging, inclusion)
- Biennial review of workforce demographic indicators in Workday

However, the agency does not yet have formal AA specific training outcome measures. This is an identified area for future development.

How AA Objectives Are Applied in the PAF Process

Managers currently use the AA-DEI Plan, annual position description reviews, human resources guidance, and quarterly PAF check-in templates that include culture and inclusion prompts. This provides an indirect but consistent alignment between AA principles and the supervisory evaluation process.

The agency acknowledges the absence of a formal mechanism translating AA plan objectives into individual, measurable evaluation elements within each manager's PAF.

To address this gap, OREA will incorporate explicit AA-DEI performance criteria into manager position descriptions and PAF evaluation templates during the agency's next annual PD review cycle (FY2028), with the goal of having AA-specific evaluation language in place for all managers by the start of the 2027–2029 biennium's second year. The Business and Human Resources Manager, in coordination with the Communications, Policy, and DEI Director and the Deputy Commissioner, will lead this effort and report progress through the agency's regular quarterly PAF check-in process.

Consistency in Manager Evaluations

Because the agency is small (29 FTE) and functions with a lean leadership structure, evaluators have broad roles and overlapping responsibilities. This structure contributed to the gaps identified in the CHRO compliance review regarding AA specific evaluation requirements, which had not been explicitly identified prior to the review.

The agency is committed to ensuring more consistent inclusion of AA objectives moving forward.

Documentation and Recordkeeping

- PAF evaluations are stored in Workday.
- The agency tracks whether evaluations are completed.HR guidance
- However, the agency does not yet have a process to verify that AA objectives are addressed within those evaluations or to review retained records for AA content completeness.

Establishing this review process is an identified next step and improvement area.

6. 2027-2029 AFFIRMATIVE ACTION - DEI ACTION PLAN

Goal 1: Enhance Diversity and Inclusion in Stakeholder Engagement	
Strategy	Strengthen inclusive stakeholder engagement by maintaining relationships with DEI-centered affinity groups and continuing outreach that broadens the mix of licensees invited to participate in agency workgroups.
Outcomes	• Sustained engagement with diverse real estate communities and affinity groups. • Transparent and inclusive invitation practices that encourage broad participation in workgroups.
Measures	• Record of annual engagement activities with affinity groups (meeting attendance, outreach messages, partnership activities). • Documentation of workgroup invitation practices (e.g., number of licensees invited; description of outreach sources used). • Use of non-demographic indicators (e.g., professions, geographic areas, business types) to ensure invitations reach varied stakeholder segments.
Roles	• Communications, Policy and DEI Director • Commissioner's Office

Goal 2: Increase Representation Within Agency's Workforce

Strategy	Strengthen workforce development and retention insights through statewide professional development resources and improved internal tools, recognizing limited hiring opportunities.
Outcomes	• Increased awareness of DAS mentorship programs. • Improved exit/stay interview tools that generate clearer retention insights when turnover occurs. • Annual assessment of feasibility for a future student worker program. • Expanded internal development pathways (job rotation, shadowing, cross-divisional training) that build a broader pool of staff prepared for advancement.
Measures	• Number of OREA staff participating in DAS development programs. • Summary of insights gathered through updated exit/stay interview tools (as turnover occurs). • Annual determination of whether conditions support reinstating a student worker program. • Number of staff participating in job rotation, shadowing, or cross-divisional training annually, as tracked through the Succession Plan.
Roles	• Communications, Policy and DEI Director • Commissioner's Office • Business and Human Resources Manager

Goal 3: Improve the Culture of Inclusion	
Strategy	Strengthen internal workplace culture through consistent DEI communication, inclusive leadership development, clear AA/DEI expectations for managers, exploration of feasible ERG participation, and accessible digital content.
Outcomes	• Consistent DEI communication to staff and leadership. • AA-DEI expectations in management PDs and PAF evaluation criteria. • Increased awareness of statewide DEI resources available to managers and staff. • External ERG participation opportunity established for OREA staff through partnership with another state agency • WCAG 2.1 AA accessibility compliance for all agency digital communications and public-facing materials, per the ADA Web Accessibility Rule.
Measures	• Number of DEI communications published yearly. • AA-DEI performance criteria incorporated into manager PDs and PAF templates during the 2027 PD review cycle, in place for all managers by the start of 2028. • Tracking of DEI resources shared with managers and staff . • Outreach to the identified external agency contact completed and ERG participation option evaluated by the end of the 2027–2029 biennium. • WCAG 2.1 AA compliance confirmed prior to the April 26, 2027, deadline.
Roles	• Communications, Policy and DEI Director • Deputy Commissioner • Business and Human Resources Manager

7. Complaint Options

OREA is committed to maintaining a respectful, professional, and discrimination-free workplace in accordance with:

- Statewide Policy 50.010.01 – Discrimination and Harassment Free Workplace
- Statewide Policy 50.010.03 – Maintaining a Professional Workplace

Employees may file complaints regarding discrimination, harassment (including sexual harassment), retaliation, or inappropriate workplace behavior through the process outlined below.

How to File a Complaint

1. Employees may make a complaint verbally or in writing.
2. The complaint should contain the following:
    - The name of the complainant and the name of the person that was subjected to the discrimination, workplace harassment, sexual harassment or sexual assault if they are not the same person.
    - Names of parties involved and any witnesses.
    - A specific and detailed description of the conduct or action the employee believes constitutes discrimination, workplace harassment, sexual harassment, workplace intimidation or sexual assault.
    - The date or time period in which the alleged conduct occurred.
    - A description of the desired remedy.
3. The complaint may be given to any of the following:

Designated Individual/ Business and Human Resources Manager
Reba Dunnington
(971) 719-3406
reba.r.dunnington@rea.oregon.gov

Alternate Designated Individual/Deputy Commissioner
Anna Higley
(971) 719-0348
anna.higley@rea.oregon.gov

Managers/Supervisors
Employees may report concerns to any Agency manager or supervisor.

DAS Chief Human Resources Office
Employees may report concerns directly to DAS CHRO.

Manager Responsibilities

Managers must exercise appropriate measures to prevent and promptly correct any discrimination, workplace harassment, sexual harassment or sexual assault they know about or should know about. Any manager receiving a complaint shall document the complaint and promptly notify the agency's Business and Human Resources Manager.

Intake and Initial Review

Upon receiving a complaint, the Business and Human Resources Manager will:

1. Acknowledge receipt of the complaint within five business days.
2. Identify whether the complaint involves:
    - Discrimination, harassment, or retaliation; or
    - Inappropriate workplace behavior
3. Inform the complainant about confidentiality limitations, and protections from retaliation.
4. Determine next steps, including whether a formal investigation is required.

Investigation and Resolution

For complaints involving discrimination, harassment, sexual harassment, or retaliation, OREA will follow procedures outlined in statewide policy 50.010.01. This includes:

- Providing a copy of the statewide policy 50.010.01 to the complainant
- Conducting a prompt, objective investigation
- Interviewing relevant individuals and reviewing documentation
- Maintaining confidentiality to the extent possible
- Keeping the employee informed of progress
- Preparing written findings and recommended corrective actions

For complaints involving inappropriate workplace behavior, the Business and Human Resources Manager, in consultation with the Deputy Commissioner, will ensure that supervisory action, coaching, or other interventions occur consistent with policy 50.010.03.

Final Determination and Follow-Up

The Deputy Commissioner and Commissioner will review formal findings and determine appropriate corrective action, if any. The complainant will be notified when the review and any necessary actions are complete.

Protection from Retaliation

OREA strictly prohibits retaliation against any individual who reports concerns in good faith or participates in an investigation. Employees who believe they have experienced retaliation should report it immediately to the employee’s manager, another manager, the Business and Human Resources Manager, the Communications, Policy, and DEI Director, the Deputy Commissioner, the Commissioner, or the DAS Chief Human Resources Office.

8. SUCCESSION PLAN

OREA's succession plan builds internal bench strength for critical roles through training, shadowing, job rotation, and cross-divisional Lead Worker exposure. This prepares existing staff for advancement rather than relying solely on external hiring.

The plan explicitly ties these efforts to OREA's AA/DEI goals, citing shared initiatives such as leadership mentorship, dedicated staff training plans, and affinity-partner recruitment engagement as ways it strengthens diversity in the Agency's leadership pipeline.

The Deputy Commissioner oversees execution with monthly check-ins, and the Commissioner reviews and approves the plan annually.

9. CONTRACTING (ORS 659A.015)

The Oregon Real Estate Agency provides vendors with a link to this plan by the Designated Procurement Officer at contract signing. Contractors are expected to comply with all state and federal civil rights laws and in the spirit of this plan. OREA relies heavily on statewide price agreements and small procurements that do not involve individual agency-executed contracts.

The single contract executed during the biennium was an award for an update to the agency's existing licensing system. Because the update required compatibility with OREA's existing platform, a competitive procurement process was not used, and the agency did not evaluate COBID-certified alternatives for this specific engagement.

Status of Contract to Minority Business Owners (as of June 30, 2025)	
Agency Total Contract Budget (dollars)	$1.4 million
Agency Total New Contracts in Current Biennium (Dollars)	$1.4 million
Total Number of Contracts	1
Total Number of Contracts with COBID Firms	0
Total Contract Dollars Spent on COBID Contracts	0
Contract Counts by COBID Qualification	0
Minority/Women Business Enterprise	0
Emerging Small Business	0
Service-Disabled Veteran	0
Disadvantaged Business Enterprise	0

10. APPENDIX

DAS Statewide Policies

- 50.010.01 – Discrimination and Harassment Free Workplace
- 50.010.03 – Maintaining a Professional Workplace

Complaint Form

The statewide DAS complaint form is available online through the DAS Chief Human Resources Office.

Inclusive Job Posting Language Template

OREA uses inclusive job posting language that encourages applicants from historically and currently underrepresented demographic groups.

> *Studies have shown that women and people of color are less likely to apply for jobs unless they meet every one of the qualifications listed. We are most interested in finding the best candidate for the job, and that candidate may be one who comes from a less traditional background. We would encourage you to apply, even if you don't meet every one of our qualifications listed.*

Manager AA-DEI Performance Expectation Language

Management position descriptions include responsibilities related to affirmative action and diversity, equity, and inclusion.

> *Foster and promote the importance and value of a diverse workforce, free from discrimination and harassment. Solicit, respect, and value diversity of opinions, ideas, and cultural differences. Support outreach and diversity-related efforts to diversify the workplace. Recognize the value of individual and cultural differences. Create a work environment where individuals' differences are valued. Consistently treat customers, stakeholders/partners, and co-workers with dignity and respect.*

ADA Web Accessibility Rule

Federal regulation requiring WCAG 2.1 AA compliance for all state government web content and digital documents by April 26, 2027.

- New Rule on the Accessibility of Web Content and Mobile Apps Provided by State and Local Governments
- WCAG 2.1 AA standards

Additional Resources

- DAS Affirmative Action Guidelines

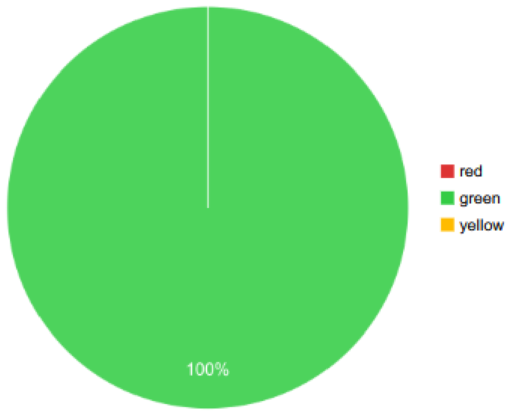
Real Estate Agency

Annual Performance Progress Report

Reporting Year 2025

Published: 10/1/2025 2:26:30 PM

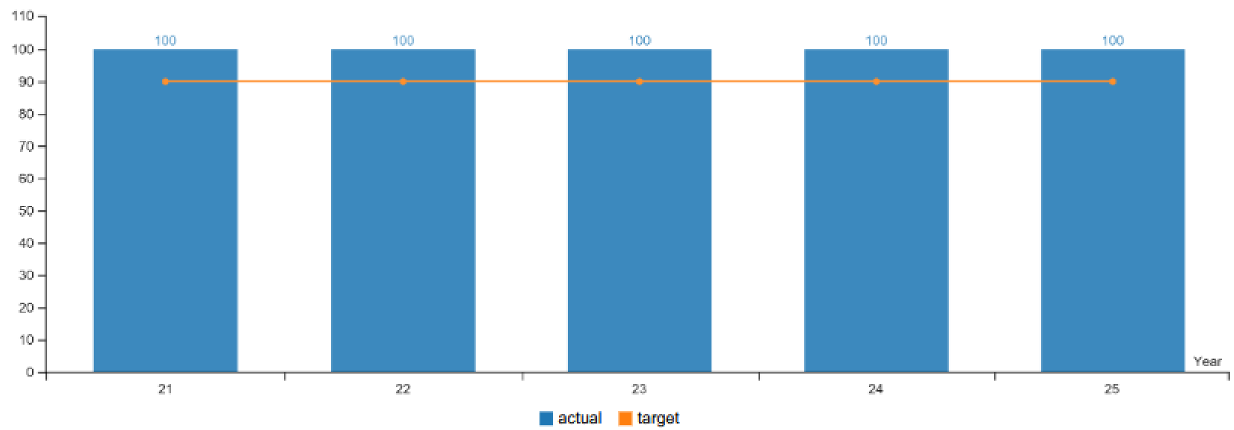
KPM #	Approved Key Performance Measures (KPMs)
1	Compliance Rate Achieved - Percent of property managers/principal brokers reviewed who meet compliance within 45 days of a mail-in compliance review.
2	Percent of investigations completed within 150 days of receipt of complaint. -
3	Case Actions resolved through settlement - Percent of case actions that are resolved through informal settlement resolution and without formal hearing before the Office of Administrative Hearings.
4	Percent of licensees who rate the board-administered exam as "good" or "excellent" as an effective screen for competent and ethical professionals. -
5	CUSTOMER SERVICE - Percent of customers rating their satisfaction with the agency's customer service as "good" or "excellent": overall customer service, timeliness, accuracy, helpfulness, expertise and availability of information.



Performance Summary	Green	Yellow	Red
	= Target to -5%	= Target -5% to -15%	= Target > -15%
Summary Stats:	100%	0%	0%

KPM #1	Compliance Rate Achieved - Percent of property managers/principal brokers reviewed who meet compliance within 45 days of a mail-in compliance review.
	Data Collection Period: Jul 01 - Jun 30

** Upward Trend = positive result*



Report Year	2021	2022	2023	2024	2025
Compliance Rate Achieved					
Actual	100%	100%	100%	100%	100%
Target	90%	90%	90%	90%	90%

How Are We Doing

The Agency has maintained a 100% performance rating in this KPM over the last several reporting periods. Licensees participating in this program consistently achieve compliance within 45 days following an Agency administered compliance review.

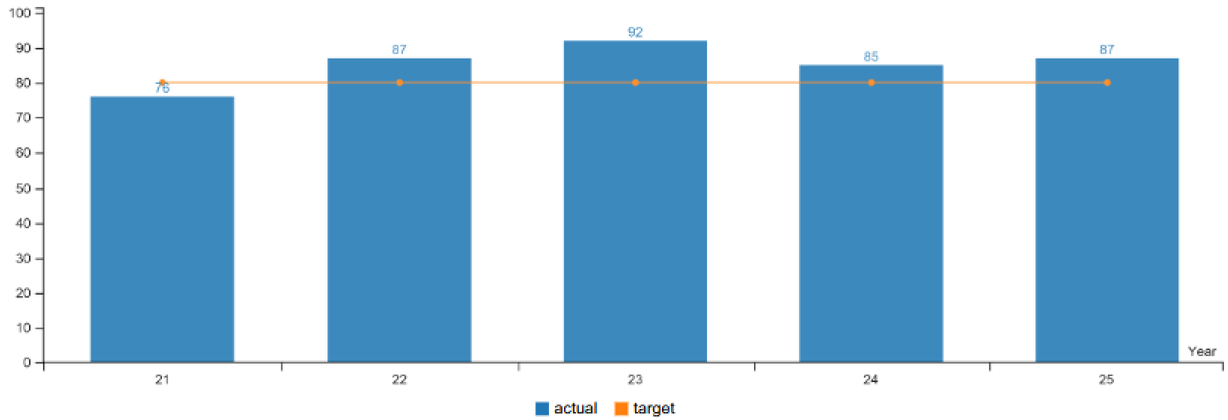
Factors Affecting Results

This key performance measure evaluates the effectiveness of a voluntary review of licensee business practices and readiness to correct found issues. This program provides participants with an opportunity to have their business processes evaluated by the Agency for law and rule compliance. Following the completion of a review, licensees have increased assurance that their practices meet regulatory expectations or have otherwise been cured. Legislation passed in 2025 through HB3137 empowers the Agency to reassign resources to establish training materials and other tools that model best practices in advertising and business procedures, policies, and processes. The Agency recognizes this as an opportunity to improve the compliance review program through clear visual examples for required compliance, when noncompliance is found and corrective action is required. Further the Agency intends to navigate to a mandatory compliance review for new licensees in the 2025-2027 biennium.

The Agency is committed to enhancing this program to engage a wider range of licensees, particularly those with compliance challenges, rather than primarily reaching proactive participants whose practices are largely in order. We expect increased participation in the upcoming biennium, which may result in lower overall performance outcomes.

KPM #2	Percent of investigations completed within 150 days of receipt of complaint. -
	Data Collection Period: Jul 01 - Jun 30

** Upward Trend = positive result*



Report Year	2021	2022	2023	2024	2025
Percent of cases investigated within 150 days of receipt of complaint					
Actual	76%	87%	92%	85%	87%
Target	80%	80%	80%	80%	80%

How Are We Doing

In the reporting period for 2025, the Agency improved performance from 85% of cases being completed in 150 days to 87%. This marks the fourth consecutive year that the regulatory division meets or exceeds the 80% target for completing investigations timely.

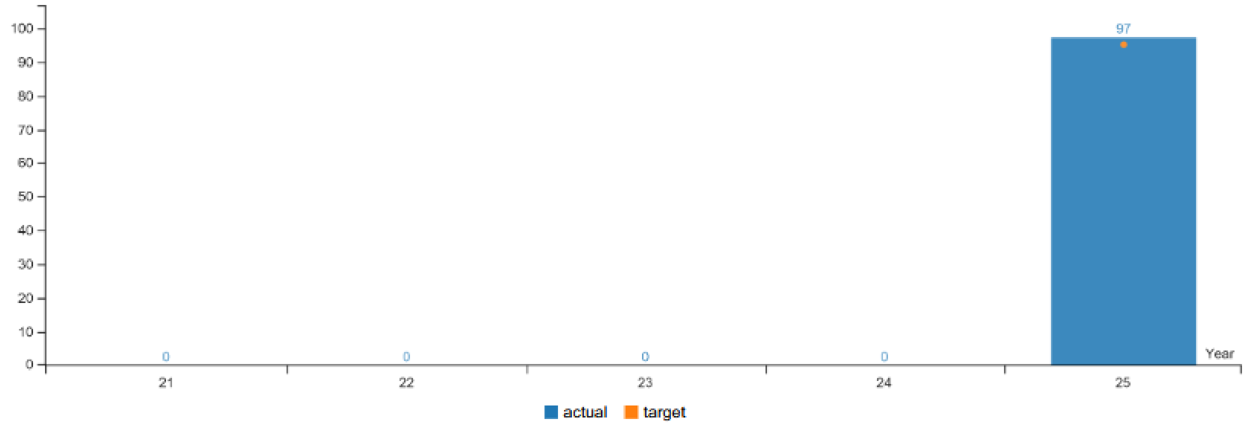
Factors Affecting Results

Since the Agency implemented a series of internal procedure changes, this measure has met performance expectations. The Regulation Division employs several quality assurance and oversight standards through the life of the investigation that ensure timely case management and consistent application of regulation. The team reviews case production targets, investigators conduct case on-boarding meetings with leads and management, management assesses each case for impact based priority, check in meetings occur at certain time based benchmarks and aged cases are reported to senior leadership.

These protocols have been consistently effective in managing the quality and efficiency of investigations.

KPM #3	Case Actions resolved through settlement - Percent of case actions that are resolved through informal settlement resolution and without formal hearing before the Office of Administrative Hearings.
	Data Collection Period: Jul 01 - Jun 30

** Upward Trend = negative result*



Report Year	2021	2022	2023	2024	2025
Percent of case actions that are resolved through informal settlement resolution and without formal hearing before the Office of Administrative Hearings.					
Actual					97%
Target					95%

How Are We Doing

The Agency is exceeding this target of 95% of case actions being resolved through settlement and without a formal hearing at 97%.

Factors Affecting Results

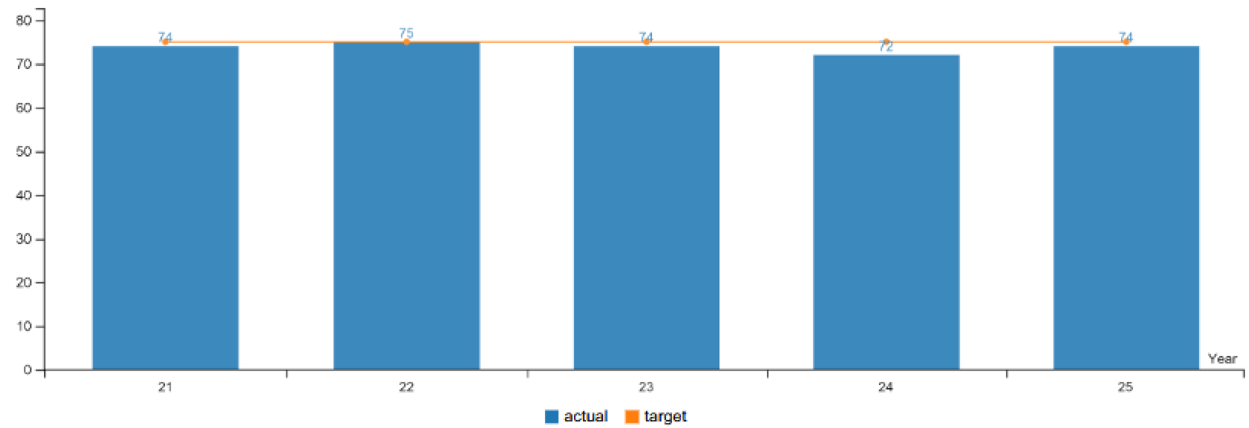
As investigations are completed with a proposed sanction by the Real Estate Commissioner, respondents are offered the opportunity to engage in an informal settlement conference with regulatory leadership and the case investigator. In advance of that meeting, the respondent receives the full investigation report along with notice of the intended sanction.

Some respondents choose to include their legal counsel, which is welcomed by the Agency. The primary purpose of the conference is to allow for the presentation of new information not previously considered as well as to allow for the sharing of mitigating information, not otherwise captured in the investigation and in advance of the final case determination. We find that this transparent and open manner of resolution promotes our goal of an equitable process.

By providing the respondent with appropriate time to review the investigative findings and an opportunity to learn of the proposed sanction in advance of the settlement conference, all parties are able to use this meeting time most effectively and align on a shared goal of resolution.

KPM #4	Percent of licensees who rate the board-administered exam as "good" or "excellent" as an effective screen for competent and ethical professionals. -
	Data Collection Period: Jul 01 - Jun 30

** Upward Trend = positive result*



Report Year	2021	2022	2023	2024	2025
Percent of property managers/principal brokers who rate the board-administered exam as ?good? or ?excellent? as an effective screen for competent and ethical professionals.					
Actual	74%	75%	74%	72%	74%
Target	75%	75%	75%	75%	75%

How Are We Doing

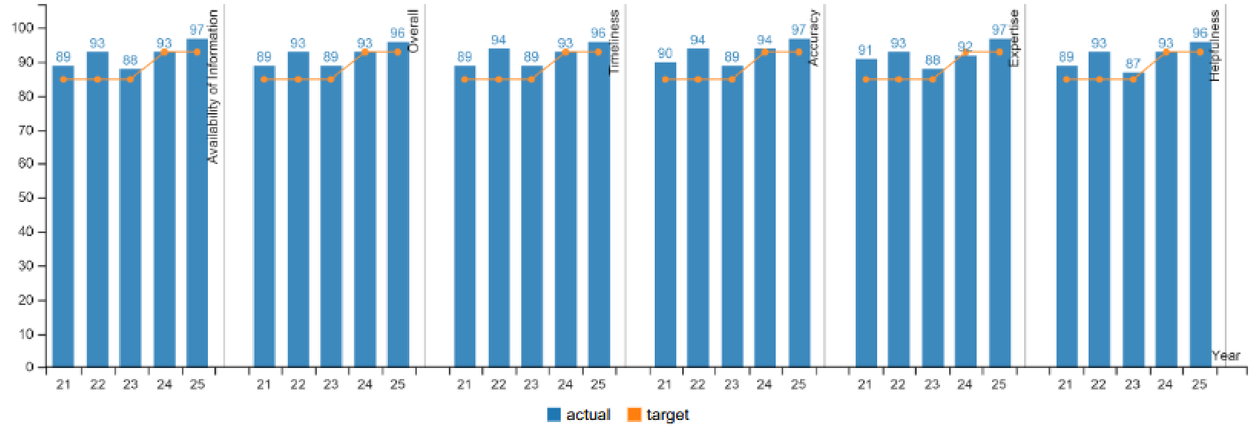
74% of licensees surveyed rated the exam as a good or excellent screen for competent and ethical professionals. This is a slight improvement from the previous reporting period of 72% and very near target at 75%.

Factors Affecting Results

Historically comments received for this key performance measure relate to the new licensee's experience in the industry and the pre-license education content, rather than the exam being an effective screen for competence and ethics. This has been a long standing issue with this performance measure and the Agency has modified the question notes within the survey to clarify the intent for responders. We now state that the exam questions are designed to evaluate an applicant's understanding of real estate statute and rules, in order to limit possible public harm. We also recognize that a successful real estate professional will need a variety of skills and knowledge, and some of those will fall outside of the Agency's purview. Providing this clarity has likely contributed to the increased performance as comments of this nature have diminished.

The Agency will be reviewing the broker course in the 2025-2027 biennium.

KPM #5	CUSTOMER SERVICE - Percent of customers rating their satisfaction with the agency's customer service as "good" or "excellent": overall customer service, timeliness, accuracy, helpfulness, expertise and availability of information.
	Data Collection Period: Jul 01 - Jun 30



Report Year	2021	2022	2023	2024	2025
Availability of Information					
Actual	89%	93%	88%	93%	97%
Target	85%	85%	85%	93%	93%
Overall					
Actual	89%	93%	89%	93%	96%
Target	85%	85%	85%	93%	93%
Timeliness					
Actual	89%	94%	89%	93%	96%
Target	85%	85%	85%	93%	93%
Accuracy					
Actual	90%	94%	89%	94%	97%
Target	85%	85%	85%	93%	93%
Expertise					
Actual	91%	93%	88%	92%	97%
Target	85%	85%	85%	93%	93%
Helpfulness					
Actual	89%	93%	87%	93%	96%
Target	85%	85%	85%	93%	93%

How Are We Doing

The Agency continues to provide excellent customer service to licensees and the public. All subcategories within this measure exceed the high target of 93%, ranging between 96% and 97% performance in each: availability of information, overall, timeliness, accuracy, expertise, and helpfulness.

Factors Affecting Results

Under Commissioner Strode's leadership, the Agency has maintained a high priority in providing excellence in customer service. Our service delivery is highly remarked upon by members of the public and licensees, who appreciate precise and timely support from Agency staff. We are committed to providing live responses to phone inquiries, a key contributor to our high ratings, as customers typically experience hold times of less than 30 seconds. Email inquiries are acknowledged promptly and it our policy to address issues within a business day. The culture of quality customer service is embodied by all staff. For our front line licensing staff, providing the public with consistent, quality information in a courteous, professional and respectful manner, is paramount. To maintain this high standard, staff receive ongoing customer service training and management provides customer service oriented leadership through daily stand up meetings, keeping the team highly engaged and mission focused.

Real Estate Agency

Summary Cross Reference Listing and Packages

2027-29 Biennium

Agency Number: 91900

BAM Analyst: Rowe, Adison

Budget Coordinator: Higley, Anna - (971)719-0348

Cross Reference Number	Cross Reference Description	Package Number	Priority	Package Description	Package Group
050-00-00-00000	Real Estate Agency	010	0	Vacancy Factor and Non-ORPICS Personal Services	Essential Packages
050-00-00-00000	Real Estate Agency	021	0	Phase-in	Essential Packages
050-00-00-00000	Real Estate Agency	022	0	Phase-out Pgm & One-time Costs	Essential Packages
050-00-00-00000	Real Estate Agency	031	0	Standard Inflation	Essential Packages
050-00-00-00000	Real Estate Agency	032	0	Above Standard Inflation	Essential Packages
050-00-00-00000	Real Estate Agency	033	0	Exceptional Inflation	Essential Packages
050-00-00-00000	Real Estate Agency	040	0	Mandated Caseload	Essential Packages
050-00-00-00000	Real Estate Agency	050	0	Fundshifts	Essential Packages
050-00-00-00000	Real Estate Agency	060	0	Technical Adjustments	Essential Packages
050-00-00-00000	Real Estate Agency	070	0	Revenue Shortfalls	Policy Packages
050-00-00-00000	Real Estate Agency	081	0	June 2026 Emergency Board	Policy Packages
050-00-00-00000	Real Estate Agency	100	0	Fee Increase	Policy Packages
050-00-00-00000	Real Estate Agency	101	0	Licensing System - Post Go Live Enhancements	Policy Packages
050-00-00-00000	Real Estate Agency	102	0	Licensing System SaaS Fees	Policy Packages
050-00-00-00000	Real Estate Agency	103	0	Real Estate Team Registration	Policy Packages

Real Estate Agency

Policy Package List by Priority | **Agency Number: 91900**

2027-29 Biennium | **BAM Analyst: Rowe, Adison**

Budget Coordinator: Higley, Anna - (971)719-0348

Priority	Policy Pkg Number	Policy Pkg Description	Summary Cross Reference Number	Cross Reference Description
0	070	Revenue Shortfalls	050-00-00-00000	Real Estate Agency
	081	June 2026 Emergency Board	050-00-00-00000	Real Estate Agency
	100	Fee Increase	050-00-00-00000	Real Estate Agency
	101	Licensing System - Post Go Live Enhancemei	050-00-00-00000	Real Estate Agency
	102	Licensing System SaaS Fees	050-00-00-00000	Real Estate Agency
	103	Real Estate Team Registration	050-00-00-00000	Real Estate Agency

Real Estate Agency | **Agency Number: 91900**

Agency Worksheet - Revenues & Expenditures
2027-29 Biennium
Real Estate Agency

Version: V - 01 - Agency Request Budget
Cross Reference Number: 91900-000-00-00-00000

DESCRIPTION	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Emergency Boards	2025-27 Leg Approved Budget	2027-29 Base Budget	2027-29 Current Service Level
BEGINNING BALANCE						
0025 Beginning Balance						
3400 Other Funds Ltd	6,839,978	6,796,808	-	6,796,808	2,327,368	2,327,368
REVENUE CATEGORIES						
LICENSES AND FEES						
0205 Business Lic and Fees						
3400 Other Funds Ltd	10,204,551	10,542,900	-	10,542,900	11,670,513	11,670,513
CHARGES FOR SERVICES						
0410 Charges for Services						
3400 Other Funds Ltd	1,725	2,115	-	2,115	2,115	2,115
FINES, RENTS AND ROYALTIES						
0505 Fines and Forfeitures						
3400 Other Funds Ltd	276,575	434,923	-	434,923	434,923	434,923
8800 General Fund Revenue	72,644	68,938	-	68,938	68,938	68,938
All Funds	349,219	503,861	-	503,861	503,861	503,861
OTHER						
0975 Other Revenues						
3400 Other Funds Ltd	4,107	3,591	-	3,591	3,591	3,591
REVENUES						
3400 Other Funds Ltd	10,486,958	10,983,529	-	10,983,529	12,111,142	12,111,142
8800 General Fund Revenue	72,644	68,938	-	68,938	68,938	68,938

DESCRIPTION	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Emergency Boards	2025-27 Leg Approved Budget	2027-29 Base Budget	2027-29 Current Service Level
TOTAL REVENUES	**$10,559,602**	**$11,052,467**	**-**	**$11,052,467**	**$12,180,080**	**$12,180,080**
TRANSFERS OUT						
2060 Transfer to General Fund						
8800 General Fund Revenue	(72,644)	(68,938)	-	(68,938)	(68,938)	(68,938)
AVAILABLE REVENUES						
3400 Other Funds Ltd	17,326,936	17,780,337	-	17,780,337	14,438,510	14,438,510
EXPENDITURES						
PERSONAL SERVICES						
SALARIES & WAGES						
3110 Class/Unclass Sal. and Per Diem						
3400 Other Funds Ltd	5,647,236	6,233,280	324,371	6,557,651	7,109,112	7,030,769
3115 Board Member Stipend						
3400 Other Funds Ltd	15,599	-	-	-	-	-
3160 Temporary Appointments						
3400 Other Funds Ltd	24,681	17,557	-	17,557	17,557	18,417
3170 Overtime Payments						
3400 Other Funds Ltd	4,293	3,247	-	3,247	3,247	3,406
3180 Shift Differential						
3400 Other Funds Ltd	12	-	-	-	-	-
3190 All Other Differential						

DESCRIPTION	*2023-25 Actuals*	*2025-27 Leg Adopted Budget*	*2025-27 Emergency Boards*	*2025-27 Leg Approved Budget*	*2027-29 Base Budget*	*2027-29 Current Service Level*
3400 Other Funds Ltd	99,458	1,808	-	1,808	1,808	1,897
TOTAL SALARIES & WAGES						
3400 Other Funds Ltd	5,791,279	6,255,892	324,371	6,580,263	7,131,724	7,054,489
TOTAL SALARIES & WAGES	**$5,791,279**	**$6,255,892**	**$324,371**	**$6,580,263**	**$7,131,724**	**$7,054,489**
OTHER PAYROLL EXPENSES						
3210 Empl. Rel. Bd. Assessments						
3400 Other Funds Ltd	1,580	2,304	-	2,304	2,528	2,489
3220 Public Employees' Retire Cont						
3400 Other Funds Ltd	1,059,133	1,311,186	-	1,311,186	1,757,016	1,737,710
3221 Pension Obligation Bond						
3400 Other Funds Ltd	273,178	244,698	(14,192)	230,506	-	-
3230 Social Security Taxes						
3400 Other Funds Ltd	436,958	471,523	-	471,523	536,652	530,744
3240 Unemployment Assessments						
3400 Other Funds Ltd	3,576	453	-	453	453	475
3241 Paid Family Medical Leave Insurance						
3400 Other Funds Ltd	21,912	24,471	-	24,471	27,851	27,538
3250 Worker's Comp. Assess. (WCD)						
3400 Other Funds Ltd	1,066	1,344	-	1,344	1,216	1,197
3260 Mass Transit Tax						

DESCRIPTION	*2023-25 Actuals*	*2025-27 Leg Adopted Budget*	*2025-27 Emergency Boards*	*2025-27 Leg Approved Budget*	*2027-29 Base Budget*	*2027-29 Current Service Level*
3400 Other Funds Ltd	34,429	37,546	-	37,546	37,546	37,546
3270 Flexible Benefits						
3400 Other Funds Ltd	1,177,040	1,357,056	50,368	1,407,424	1,413,120	1,391,040
3280 Other OPE						
3400 Other Funds Ltd	175	-	-	-	-	-
TOTAL OTHER PAYROLL EXPENSES						
3400 Other Funds Ltd	3,009,047	3,450,581	36,176	3,486,757	3,776,382	3,728,739
TOTAL OTHER PAYROLL EXPENSES	**$3,009,047**	**$3,450,581**	**$36,176**	**$3,486,757**	**$3,776,382**	**$3,728,739**
P.S. BUDGET ADJUSTMENTS						
3455 Vacancy Savings						
3400 Other Funds Ltd	-	(250,305)	-	(250,305)	(250,305)	(105,867)
3465 Reconciliation Adjustment						
3400 Other Funds Ltd	-	(27)	-	(27)	-	-
TOTAL P.S. BUDGET ADJUSTMENTS						
3400 Other Funds Ltd	-	(250,332)	-	(250,332)	(250,305)	(105,867)
TOTAL P.S. BUDGET ADJUSTMENTS	**-**	**($250,332)**	**-**	**($250,332)**	**($250,305)**	**($105,867)**
TOTAL PERSONAL SERVICES						
3400 Other Funds Ltd	8,800,326	9,456,141	360,547	9,816,688	10,657,801	10,677,361
TOTAL PERSONAL SERVICES	**$8,800,326**	**$9,456,141**	**$360,547**	**$9,816,688**	**$10,657,801**	**$10,677,361**
SERVICES & SUPPLIES						

DESCRIPTION	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Emergency Boards	2025-27 Leg Approved Budget	2027-29 Base Budget	2027-29 Current Service Level
4100 Instate Travel						
3400 Other Funds Ltd	26,059	52,240	-	52,240	52,240	54,800
4125 Out of State Travel						
3400 Other Funds Ltd	23,470	11,410	-	11,410	11,410	11,969
4150 Employee Training						
3400 Other Funds Ltd	54,764	41,895	-	41,895	41,895	43,948
4175 Office Expenses						
3400 Other Funds Ltd	17,287	61,467	-	61,467	61,467	64,479
4200 Telecommunications						
3400 Other Funds Ltd	73,469	73,181	-	73,181	73,181	76,767
4225 State Gov. Service Charges						
3400 Other Funds Ltd	485,856	867,289	(2,603)	864,686	864,686	971,003
4250 Data Processing						
3400 Other Funds Ltd	74,189	123,774	-	123,774	123,774	129,839
4275 Publicity and Publications						
3400 Other Funds Ltd	60	17,301	-	17,301	17,301	18,149
4300 Professional Services						
3400 Other Funds Ltd	38,588	105,233	-	105,233	105,233	115,020
4315 IT Professional Services						
3400 Other Funds Ltd	181,079	204,188	-	204,188	204,188	223,177
4325 Attorney General						

DESCRIPTION	*2023-25 Actuals*	*2025-27 Leg Adopted Budget*	*2025-27 Emergency Boards*	*2025-27 Leg Approved Budget*	*2027-29 Base Budget*	*2027-29 Current Service Level*
3400 Other Funds Ltd	155,564	495,602	-	495,602	495,602	541,693
4375 Employee Recruitment and Develop						
3400 Other Funds Ltd	-	8,774	-	8,774	8,774	9,204
4400 Dues and Subscriptions						
3400 Other Funds Ltd	17,706	10,843	-	10,843	10,843	11,374
4425 Facilities Rental and Taxes						
3400 Other Funds Ltd	270,203	288,334	-	288,334	288,334	288,334
4475 Facilities Maintenance						
3400 Other Funds Ltd	48,663	5,117	-	5,117	5,117	5,368
4575 Agency Program Related S and S						
3400 Other Funds Ltd	757,056	1,864,786	-	1,864,786	1,864,786	1,956,161
4650 Other Services and Supplies						
3400 Other Funds Ltd	179,984	5,524	-	5,524	5,524	131,950
4700 Expendable Prop 250 - 5000						
3400 Other Funds Ltd	13,658	33,008	-	33,008	33,008	34,625
4715 IT Expendable Property						
3400 Other Funds Ltd	85,269	115,931	-	115,931	115,931	121,612
TOTAL SERVICES & SUPPLIES						
3400 Other Funds Ltd	2,502,924	4,385,897	(2,603)	4,383,294	4,383,294	4,809,472
TOTAL SERVICES & SUPPLIES	**$2,502,924**	**$4,385,897**	**($2,603)**	**$4,383,294**	**$4,383,294**	**$4,809,472**

Agency Worksheet - Revenues & Expenditures
2027-29 Biennium
Real Estate Agency

Version: V - 01 - Agency Request Budget
Cross Reference Number: 91900-000-00-00-00000

DESCRIPTION	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Emergency Boards	2025-27 Leg Approved Budget	2027-29 Base Budget	2027-29 Current Service Level
CAPITAL OUTLAY						
5550 Data Processing Software						
3400 Other Funds Ltd	130,977	2,084,000	-	2,084,000	2,084,000	-
EXPENDITURES						
3400 Other Funds Ltd	11,434,227	15,926,038	357,944	16,283,982	17,125,095	15,486,833
ENDING BALANCE						
3400 Other Funds Ltd	5,892,709	1,854,299	(357,944)	1,496,355	(2,686,585)	(1,048,323)
TOTAL ENDING BALANCE	**$5,892,709**	**$1,854,299**	**($357,944)**	**$1,496,355**	**($2,686,585)**	**($1,048,323)**
AUTHORIZED POSITIONS						
8150 Class/Unclass Positions	34	32	-	32	32	32
AUTHORIZED FTE POSITIONS						
8250 Class/Unclass FTE Positions	34.00	32.00	-	32.00	32.00	31.46

DESCRIPTION	***2023-25 Actuals***	***2025-27 Leg Adopted Budget***	***2025-27 Emergency Boards***	***2025-27 Leg Approved Budget***	***2027-29 Base Budget***	***2027-29 Current Service Level***
BEGINNING BALANCE						
0025 Beginning Balance						
3400 Other Funds Ltd	6,839,978	6,796,808	-	6,796,808	2,327,368	2,327,368
REVENUE CATEGORIES						
LICENSES AND FEES						
0205 Business Lic and Fees						
3400 Other Funds Ltd	10,204,551	10,542,900	-	10,542,900	11,670,513	11,670,513
CHARGES FOR SERVICES						
0410 Charges for Services						
3400 Other Funds Ltd	1,725	2,115	-	2,115	2,115	2,115
FINES, RENTS AND ROYALTIES						
0505 Fines and Forfeitures						
3400 Other Funds Ltd	276,575	434,923	-	434,923	434,923	434,923
8800 General Fund Revenue	72,644	68,938	-	68,938	68,938	68,938
All Funds	349,219	503,861	-	503,861	503,861	503,861
OTHER						
0975 Other Revenues						
3400 Other Funds Ltd	4,107	3,591	-	3,591	3,591	3,591
REVENUES						
3400 Other Funds Ltd	10,486,958	10,983,529	-	10,983,529	12,111,142	12,111,142
8800 General Fund Revenue	72,644	68,938	-	68,938	68,938	68,938

DESCRIPTION	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Emergency Boards	2025-27 Leg Approved Budget	2027-29 Base Budget	2027-29 Current Service Level
TOTAL REVENUES	**$10,559,602**	**$11,052,467**	**-**	**$11,052,467**	**$12,180,080**	**$12,180,080**
TRANSFERS OUT						
2060 Transfer to General Fund						
8800 General Fund Revenue	(72,644)	(68,938)	-	(68,938)	(68,938)	(68,938)
AVAILABLE REVENUES						
3400 Other Funds Ltd	17,326,936	17,780,337	-	17,780,337	14,438,510	14,438,510
EXPENDITURES						
PERSONAL SERVICES						
SALARIES & WAGES						
3110 Class/Unclass Sal. and Per Diem						
3400 Other Funds Ltd	5,647,236	6,233,280	324,371	6,557,651	7,109,112	7,030,769
3115 Board Member Stipend						
3400 Other Funds Ltd	15,599	-	-	-	-	-
3160 Temporary Appointments						
3400 Other Funds Ltd	24,681	17,557	-	17,557	17,557	18,417
3170 Overtime Payments						
3400 Other Funds Ltd	4,293	3,247	-	3,247	3,247	3,406
3180 Shift Differential						
3400 Other Funds Ltd	12	-	-	-	-	-
3190 All Other Differential						

DESCRIPTION	*2023-25 Actuals*	*2025-27 Leg Adopted Budget*	*2025-27 Emergency Boards*	*2025-27 Leg Approved Budget*	*2027-29 Base Budget*	*2027-29 Current Service Level*
3400 Other Funds Ltd	99,458	1,808	-	1,808	1,808	1,897
TOTAL SALARIES & WAGES						
3400 Other Funds Ltd	5,791,279	6,255,892	324,371	6,580,263	7,131,724	7,054,489
TOTAL SALARIES & WAGES	**$5,791,279**	**$6,255,892**	**$324,371**	**$6,580,263**	**$7,131,724**	**$7,054,489**
OTHER PAYROLL EXPENSES						
3210 Empl. Rel. Bd. Assessments						
3400 Other Funds Ltd	1,580	2,304	-	2,304	2,528	2,489
3220 Public Employees' Retire Cont						
3400 Other Funds Ltd	1,059,133	1,311,186	-	1,311,186	1,757,016	1,737,710
3221 Pension Obligation Bond						
3400 Other Funds Ltd	273,178	244,698	(14,192)	230,506	-	-
3230 Social Security Taxes						
3400 Other Funds Ltd	436,958	471,523	-	471,523	536,652	530,744
3240 Unemployment Assessments						
3400 Other Funds Ltd	3,576	453	-	453	453	475
3241 Paid Family Medical Leave Insurance						
3400 Other Funds Ltd	21,912	24,471	-	24,471	27,851	27,538
3250 Worker's Comp. Assess. (WCD)						
3400 Other Funds Ltd	1,066	1,344	-	1,344	1,216	1,197
3260 Mass Transit Tax						

DESCRIPTION	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Emergency Boards	2025-27 Leg Approved Budget	2027-29 Base Budget	2027-29 Current Service Level
3400 Other Funds Ltd	34,429	37,546	-	37,546	37,546	37,546
3270 Flexible Benefits						
3400 Other Funds Ltd	1,177,040	1,357,056	50,368	1,407,424	1,413,120	1,391,040
3280 Other OPE						
3400 Other Funds Ltd	175	-	-	-	-	-
TOTAL OTHER PAYROLL EXPENSES						
3400 Other Funds Ltd	3,009,047	3,450,581	36,176	3,486,757	3,776,382	3,728,739
TOTAL OTHER PAYROLL EXPENSES	**$3,009,047**	**$3,450,581**	**$36,176**	**$3,486,757**	**$3,776,382**	**$3,728,739**
P.S. BUDGET ADJUSTMENTS						
3455 Vacancy Savings						
3400 Other Funds Ltd	-	(250,305)	-	(250,305)	(250,305)	(105,867)
3465 Reconciliation Adjustment						
3400 Other Funds Ltd	-	(27)	-	(27)	-	-
TOTAL P.S. BUDGET ADJUSTMENTS						
3400 Other Funds Ltd	-	(250,332)	-	(250,332)	(250,305)	(105,867)
TOTAL P.S. BUDGET ADJUSTMENTS	**-**	**($250,332)**	**-**	**($250,332)**	**($250,305)**	**($105,867)**
TOTAL PERSONAL SERVICES						
3400 Other Funds Ltd	8,800,326	9,456,141	360,547	9,816,688	10,657,801	10,677,361
TOTAL PERSONAL SERVICES	**$8,800,326**	**$9,456,141**	**$360,547**	**$9,816,688**	**$10,657,801**	**$10,677,361**
SERVICES & SUPPLIES						

DESCRIPTION	2023-25 Actuals	2025-27 Leg Adopted Budget	2025-27 Emergency Boards	2025-27 Leg Approved Budget	2027-29 Base Budget	2027-29 Current Service Level
4100 Instate Travel						
3400 Other Funds Ltd	26,059	52,240	-	52,240	52,240	54,800
4125 Out of State Travel						
3400 Other Funds Ltd	23,470	11,410	-	11,410	11,410	11,969
4150 Employee Training						
3400 Other Funds Ltd	54,764	41,895	-	41,895	41,895	43,948
4175 Office Expenses						
3400 Other Funds Ltd	17,287	61,467	-	61,467	61,467	64,479
4200 Telecommunications						
3400 Other Funds Ltd	73,469	73,181	-	73,181	73,181	76,767
4225 State Gov. Service Charges						
3400 Other Funds Ltd	485,856	867,289	(2,603)	864,686	864,686	971,003
4250 Data Processing						
3400 Other Funds Ltd	74,189	123,774	-	123,774	123,774	129,839
4275 Publicity and Publications						
3400 Other Funds Ltd	60	17,301	-	17,301	17,301	18,149
4300 Professional Services						
3400 Other Funds Ltd	38,588	105,233	-	105,233	105,233	115,020
4315 IT Professional Services						
3400 Other Funds Ltd	181,079	204,188	-	204,188	204,188	223,177
4325 Attorney General						

Agency Worksheet - Revenues & Expenditures **Version: V - 01 - Agency Request Budget**
2027-29 Biennium **Cross Reference Number: 91900-050-00-00-00000**
Real Estate Agency

DESCRIPTION	*2023-25 Actuals*	*2025-27 Leg Adopted Budget*	*2025-27 Emergency Boards*	*2025-27 Leg Approved Budget*	*2027-29 Base Budget*	*2027-29 Current Service Level*
3400 Other Funds Ltd	155,564	495,602	-	495,602	495,602	541,693
4375 Employee Recruitment and Develop						
3400 Other Funds Ltd	-	8,774	-	8,774	8,774	9,204
4400 Dues and Subscriptions						
3400 Other Funds Ltd	17,706	10,843	-	10,843	10,843	11,374
4425 Facilities Rental and Taxes						
3400 Other Funds Ltd	270,203	288,334	-	288,334	288,334	288,334
4475 Facilities Maintenance						
3400 Other Funds Ltd	48,663	5,117	-	5,117	5,117	5,368
4575 Agency Program Related S and S						
3400 Other Funds Ltd	757,056	1,864,786	-	1,864,786	1,864,786	1,956,161
4650 Other Services and Supplies						
3400 Other Funds Ltd	179,984	5,524	-	5,524	5,524	131,950
4700 Expendable Prop 250 - 5000						
3400 Other Funds Ltd	13,658	33,008	-	33,008	33,008	34,625
4715 IT Expendable Property						
3400 Other Funds Ltd	85,269	115,931	-	115,931	115,931	121,612
TOTAL SERVICES & SUPPLIES						
3400 Other Funds Ltd	2,502,924	4,385,897	(2,603)	4,383,294	4,383,294	4,809,472
TOTAL SERVICES & SUPPLIES	**$2,502,924**	**$4,385,897**	**($2,603)**	**$4,383,294**	**$4,383,294**	**$4,809,472**

DESCRIPTION	*2023-25 Actuals*	*2025-27 Leg Adopted Budget*	*2025-27 Emergency Boards*	*2025-27 Leg Approved Budget*	*2027-29 Base Budget*	*2027-29 Current Service Level*
CAPITAL OUTLAY						
5550 Data Processing Software						
3400 Other Funds Ltd	130,977	2,084,000	-	2,084,000	2,084,000	-
EXPENDITURES						
3400 Other Funds Ltd	11,434,227	15,926,038	357,944	16,283,982	17,125,095	15,486,833
ENDING BALANCE						
3400 Other Funds Ltd	5,892,709	1,854,299	(357,944)	1,496,355	(2,686,585)	(1,048,323)
TOTAL ENDING BALANCE	**$5,892,709**	**$1,854,299**	**($357,944)**	**$1,496,355**	**($2,686,585)**	**($1,048,323)**
AUTHORIZED POSITIONS						
8150 Class/Unclass Positions	34	32	-	32	32	32
AUTHORIZED FTE POSITIONS						
8250 Class/Unclass FTE Positions	34.00	32.00	-	32.00	32.00	31.46

Real Estate Agency **_Agency Number: 91900_**

Detail Revenues & Expenditures - Requested Budget
2027-29 Biennium
Real Estate Agency

Version: V - 01 - Agency Request Budget
Cross Reference Number: 91900-000-00-00-00000

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
BEGINNING BALANCE					
0025 Beginning Balance					
3400 Other Funds Ltd	2,327,368	-	2,327,368	-	2,327,368
REVENUE CATEGORIES					
LICENSES AND FEES					
0205 Business Lic and Fees					
3400 Other Funds Ltd	11,670,513	-	11,670,513	5,159,204	16,829,717
CHARGES FOR SERVICES					
0410 Charges for Services					
3400 Other Funds Ltd	2,115	-	2,115	-	2,115
FINES, RENTS AND ROYALTIES					
0505 Fines and Forfeitures					
3400 Other Funds Ltd	434,923	-	434,923	-	434,923
8800 General Fund Revenue	68,938	-	68,938	-	68,938
All Funds	503,861	-	503,861	-	503,861
OTHER					
0975 Other Revenues					
3400 Other Funds Ltd	3,591	-	3,591	-	3,591
TOTAL REVENUES					
3400 Other Funds Ltd	12,111,142	-	12,111,142	5,159,204	17,270,346
8800 General Fund Revenue	68,938	-	68,938	-	68,938
TOTAL REVENUES	**$12,180,080**	**-**	**$12,180,080**	**$5,159,204**	**$17,339,284**
TRANSFERS OUT					

Detail Revenues & Expenditures - Requested Budget
2027-29 Biennium
Real Estate Agency

Version: V - 01 - Agency Request Budget
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Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
2060 Transfer to General Fund					
8800 General Fund Revenue	(68,938)	-	(68,938)	-	(68,938)
AVAILABLE REVENUES					
3400 Other Funds Ltd	14,438,510	-	14,438,510	5,159,204	19,597,714
EXPENDITURES					
PERSONAL SERVICES					
SALARIES & WAGES					
3110 Class/Unclass Sal. and Per Diem					
3400 Other Funds Ltd	7,109,112	(78,343)	7,030,769	(489,113)	6,541,656
3160 Temporary Appointments					
3400 Other Funds Ltd	17,557	860	18,417	-	18,417
3170 Overtime Payments					
3400 Other Funds Ltd	3,247	159	3,406	-	3,406
3190 All Other Differential					
3400 Other Funds Ltd	1,808	89	1,897	-	1,897
TOTAL SALARIES & WAGES					
3400 Other Funds Ltd	7,131,724	(77,235)	7,054,489	(489,113)	6,565,376
OTHER PAYROLL EXPENSES					
3210 Empl. Rel. Bd. Assessments					
3400 Other Funds Ltd	2,528	(39)	2,489	(198)	2,291
3220 Public Employees' Retire Cont					
3400 Other Funds Ltd	1,757,016	(19,306)	1,737,710	(120,908)	1,616,802
3230 Social Security Taxes					

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
3400 Other Funds Ltd	536,652	(5,908)	530,744	(37,418)	493,326
3240 Unemployment Assessments					
3400 Other Funds Ltd	453	22	475	-	475
3241 Paid Family Medical Leave Insurance					
3400 Other Funds Ltd	27,851	(313)	27,538	(1,956)	25,582
3250 Worker's Comp. Assess. (WCD)					
3400 Other Funds Ltd	1,216	(19)	1,197	(95)	1,102
3260 Mass Transit Tax					
3400 Other Funds Ltd	37,546	-	37,546	-	37,546
3270 Flexible Benefits					
3400 Other Funds Ltd	1,413,120	(22,080)	1,391,040	(110,400)	1,280,640
TOTAL OTHER PAYROLL EXPENSES					
3400 Other Funds Ltd	3,776,382	(47,643)	3,728,739	(270,975)	3,457,764
P.S. BUDGET ADJUSTMENTS					
3455 Vacancy Savings					
3400 Other Funds Ltd	(250,305)	144,438	(105,867)	-	(105,867)
TOTAL PERSONAL SERVICES					
3400 Other Funds Ltd	10,657,801	19,560	10,677,361	(760,088)	9,917,273
SERVICES & SUPPLIES					
4100 Instate Travel					
3400 Other Funds Ltd	52,240	2,560	54,800	-	54,800
4125 Out of State Travel					
3400 Other Funds Ltd	11,410	559	11,969	-	11,969

Detail Revenues & Expenditures - Requested Budget
2027-29 Biennium
Real Estate Agency

Version: V - 01 - Agency Request Budget
Cross Reference Number: 91900-000-00-00-00000

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
4150 Employee Training					
3400 Other Funds Ltd	41,895	2,053	43,948	-	43,948
4175 Office Expenses					
3400 Other Funds Ltd	61,467	3,012	64,479	-	64,479
4200 Telecommunications					
3400 Other Funds Ltd	73,181	3,586	76,767	-	76,767
4225 State Gov. Service Charges					
3400 Other Funds Ltd	864,686	106,317	971,003	-	971,003
4250 Data Processing					
3400 Other Funds Ltd	123,774	6,065	129,839	-	129,839
4275 Publicity and Publications					
3400 Other Funds Ltd	17,301	848	18,149	-	18,149
4300 Professional Services					
3400 Other Funds Ltd	105,233	9,787	115,020	-	115,020
4315 IT Professional Services					
3400 Other Funds Ltd	204,188	18,989	223,177	178,498	401,675
4325 Attorney General					
3400 Other Funds Ltd	495,602	46,091	541,693	-	541,693
4375 Employee Recruitment and Develop					
3400 Other Funds Ltd	8,774	430	9,204	-	9,204
4400 Dues and Subscriptions					
3400 Other Funds Ltd	10,843	531	11,374	-	11,374
4425 Facilities Rental and Taxes					

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
3400 Other Funds Ltd	288,334	-	288,334	(124,294)	164,040
4475 Facilities Maintenance					
3400 Other Funds Ltd	5,117	251	5,368	(5,368)	-
4575 Agency Program Related S and S					
3400 Other Funds Ltd	1,864,786	91,375	1,956,161	978,080	2,934,241
4650 Other Services and Supplies					
3400 Other Funds Ltd	5,524	126,426	131,950	-	131,950
4700 Expendable Prop 250 - 5000					
3400 Other Funds Ltd	33,008	1,617	34,625	-	34,625
4715 IT Expendable Property					
3400 Other Funds Ltd	115,931	5,681	121,612	-	121,612
TOTAL SERVICES & SUPPLIES					
3400 Other Funds Ltd	4,383,294	426,178	4,809,472	1,026,916	5,836,388
CAPITAL OUTLAY					
5550 Data Processing Software					
3400 Other Funds Ltd	2,084,000	(2,084,000)	-	500,000	500,000
TOTAL EXPENDITURES					
3400 Other Funds Ltd	17,125,095	(1,638,262)	15,486,833	766,828	16,253,661
ENDING BALANCE					
3400 Other Funds Ltd	(2,686,585)	1,638,262	(1,048,323)	4,392,376	3,344,053
AUTHORIZED POSITIONS					
8150 Class/Unclass Positions	32	-	32	(3)	29
AUTHORIZED FTE					

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
8250 Class/Unclass FTE Positions	32.00	(0.54)	31.46	(2.46)	29.00

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
BEGINNING BALANCE					
0025 Beginning Balance					
3400 Other Funds Ltd	2,327,368	-	2,327,368	-	2,327,368
REVENUE CATEGORIES					
LICENSES AND FEES					
0205 Business Lic and Fees					
3400 Other Funds Ltd	11,670,513	-	11,670,513	5,159,204	16,829,717
CHARGES FOR SERVICES					
0410 Charges for Services					
3400 Other Funds Ltd	2,115	-	2,115	-	2,115
FINES, RENTS AND ROYALTIES					
0505 Fines and Forfeitures					
3400 Other Funds Ltd	434,923	-	434,923	-	434,923
8800 General Fund Revenue	68,938	-	68,938	-	68,938
All Funds	503,861	-	503,861	-	503,861
OTHER					
0975 Other Revenues					
3400 Other Funds Ltd	3,591	-	3,591	-	3,591
TOTAL REVENUES					
3400 Other Funds Ltd	12,111,142	-	12,111,142	5,159,204	17,270,346
8800 General Fund Revenue	68,938	-	68,938	-	68,938
TOTAL REVENUES	**$12,180,080**	**-**	**$12,180,080**	**$5,159,204**	**$17,339,284**
TRANSFERS OUT					

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
2060 Transfer to General Fund					
8800 General Fund Revenue	(68,938)	-	(68,938)	-	(68,938)
AVAILABLE REVENUES					
3400 Other Funds Ltd	14,438,510	-	14,438,510	5,159,204	19,597,714
EXPENDITURES					
PERSONAL SERVICES					
SALARIES & WAGES					
3110 Class/Unclass Sal. and Per Diem					
3400 Other Funds Ltd	7,109,112	(78,343)	7,030,769	(489,113)	6,541,656
3160 Temporary Appointments					
3400 Other Funds Ltd	17,557	860	18,417	-	18,417
3170 Overtime Payments					
3400 Other Funds Ltd	3,247	159	3,406	-	3,406
3190 All Other Differential					
3400 Other Funds Ltd	1,808	89	1,897	-	1,897
TOTAL SALARIES & WAGES					
3400 Other Funds Ltd	7,131,724	(77,235)	7,054,489	(489,113)	6,565,376
OTHER PAYROLL EXPENSES					
3210 Empl. Rel. Bd. Assessments					
3400 Other Funds Ltd	2,528	(39)	2,489	(198)	2,291
3220 Public Employees' Retire Cont					
3400 Other Funds Ltd	1,757,016	(19,306)	1,737,710	(120,908)	1,616,802
3230 Social Security Taxes					

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
3400 Other Funds Ltd	536,652	(5,908)	530,744	(37,418)	493,326
3240 Unemployment Assessments					
3400 Other Funds Ltd	453	22	475	-	475
3241 Paid Family Medical Leave Insurance					
3400 Other Funds Ltd	27,851	(313)	27,538	(1,956)	25,582
3250 Worker's Comp. Assess. (WCD)					
3400 Other Funds Ltd	1,216	(19)	1,197	(95)	1,102
3260 Mass Transit Tax					
3400 Other Funds Ltd	37,546	-	37,546	-	37,546
3270 Flexible Benefits					
3400 Other Funds Ltd	1,413,120	(22,080)	1,391,040	(110,400)	1,280,640
TOTAL OTHER PAYROLL EXPENSES					
3400 Other Funds Ltd	3,776,382	(47,643)	3,728,739	(270,975)	3,457,764
P.S. BUDGET ADJUSTMENTS					
3455 Vacancy Savings					
3400 Other Funds Ltd	(250,305)	144,438	(105,867)	-	(105,867)
TOTAL PERSONAL SERVICES					
3400 Other Funds Ltd	10,657,801	19,560	10,677,361	(760,088)	9,917,273
SERVICES & SUPPLIES					
4100 Instate Travel					
3400 Other Funds Ltd	52,240	2,560	54,800	-	54,800
4125 Out of State Travel					
3400 Other Funds Ltd	11,410	559	11,969	-	11,969

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
4150 Employee Training					
3400 Other Funds Ltd	41,895	2,053	43,948	-	43,948
4175 Office Expenses					
3400 Other Funds Ltd	61,467	3,012	64,479	-	64,479
4200 Telecommunications					
3400 Other Funds Ltd	73,181	3,586	76,767	-	76,767
4225 State Gov. Service Charges					
3400 Other Funds Ltd	864,686	106,317	971,003	-	971,003
4250 Data Processing					
3400 Other Funds Ltd	123,774	6,065	129,839	-	129,839
4275 Publicity and Publications					
3400 Other Funds Ltd	17,301	848	18,149	-	18,149
4300 Professional Services					
3400 Other Funds Ltd	105,233	9,787	115,020	-	115,020
4315 IT Professional Services					
3400 Other Funds Ltd	204,188	18,989	223,177	178,498	401,675
4325 Attorney General					
3400 Other Funds Ltd	495,602	46,091	541,693	-	541,693
4375 Employee Recruitment and Develop					
3400 Other Funds Ltd	8,774	430	9,204	-	9,204
4400 Dues and Subscriptions					
3400 Other Funds Ltd	10,843	531	11,374	-	11,374
4425 Facilities Rental and Taxes					

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
3400 Other Funds Ltd	288,334	-	288,334	(124,294)	164,040
4475 Facilities Maintenance					
3400 Other Funds Ltd	5,117	251	5,368	(5,368)	-
4575 Agency Program Related S and S					
3400 Other Funds Ltd	1,864,786	91,375	1,956,161	978,080	2,934,241
4650 Other Services and Supplies					
3400 Other Funds Ltd	5,524	126,426	131,950	-	131,950
4700 Expendable Prop 250 - 5000					
3400 Other Funds Ltd	33,008	1,617	34,625	-	34,625
4715 IT Expendable Property					
3400 Other Funds Ltd	115,931	5,681	121,612	-	121,612
TOTAL SERVICES & SUPPLIES					
3400 Other Funds Ltd	4,383,294	426,178	4,809,472	1,026,916	5,836,388
CAPITAL OUTLAY					
5550 Data Processing Software					
3400 Other Funds Ltd	2,084,000	(2,084,000)	-	500,000	500,000
TOTAL EXPENDITURES					
3400 Other Funds Ltd	17,125,095	(1,638,262)	15,486,833	766,828	16,253,661
ENDING BALANCE					
3400 Other Funds Ltd	(2,686,585)	1,638,262	(1,048,323)	4,392,376	3,344,053
AUTHORIZED POSITIONS					
8150 Class/Unclass Positions	32	-	32	(3)	29
AUTHORIZED FTE					

Description	2027-29 Base Budget	Essential Packages	2027-29 Current Service Level	Policy Packages	2027-29 Agency Request Budget
8250 Class/Unclass FTE Positions	32.00	(0.54)	31.46	(2.46)	29.00

Real Estate Agency ***Agency Number 91900***

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Real Estate Agency

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services Priority: 00	Pkg: 021 Phase-in Priority: 00	Pkg: 022 Phase-out Pgm & One-time Costs Priority: 00	Pkg: 031 Standard Inflation Priority: 00	
EXPENDITURES						
PERSONAL SERVICES						
SALARIES & WAGES						
3110 Class/Unclass Sal. and Per Diem						
3400 Other Funds Ltd	(78,343)	-	-	(78,343)	-	
3160 Temporary Appointments						
3400 Other Funds Ltd	860	860	-	-	-	
3170 Overtime Payments						
3400 Other Funds Ltd	159	159	-	-	-	
3190 All Other Differential						
3400 Other Funds Ltd	89	89	-	-	-	
SALARIES & WAGES						
3400 Other Funds Ltd	(77,235)	1,108	-	(78,343)	-	
TOTAL SALARIES & WAGES	**($77,235)**	**$1,108**	**-**	**($78,343)**	**-**	
OTHER PAYROLL EXPENSES						
3210 Empl. Rel. Bd. Assessments						
3400 Other Funds Ltd	(39)	-	-	(39)	-	
3220 Public Employees Retire Cont						
3400 Other Funds Ltd	(19,306)	61	-	(19,367)	-	
3230 Social Security Taxes						
3400 Other Funds Ltd	(5,908)	85	-	(5,993)	-	
3240 Unemployment Assessments						
3400 Other Funds Ltd	22	22	-	-	-	

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services Priority: 00	Pkg: 021 Phase-in Priority: 00	Pkg: 022 Phase-out Pgm & One-time Costs Priority: 00	Pkg: 031 Standard Inflation Priority: 00	
3241 Paid Family Medical Leave Insurance						
3400 Other Funds Ltd	(313)	1	-	(314)	-	
3250 Workers Comp. Assess. (WCD)						
3400 Other Funds Ltd	(19)	-	-	(19)	-	
3270 Flexible Benefits						
3400 Other Funds Ltd	(22,080)	-	-	(22,080)	-	
OTHER PAYROLL EXPENSES						
3400 Other Funds Ltd	(47,643)	169	-	(47,812)	-	
TOTAL OTHER PAYROLL EXPENSES	**($47,643)**	**$169**	**-**	**($47,812)**	**-**	
P.S. BUDGET ADJUSTMENTS						
3455 Vacancy Savings						
3400 Other Funds Ltd	144,438	144,438	-	-	-	
PERSONAL SERVICES						
3400 Other Funds Ltd	19,560	145,715	-	(126,155)	-	
TOTAL PERSONAL SERVICES	**$19,560**	**$145,715**	**-**	**($126,155)**	**-**	
SERVICES & SUPPLIES						
4100 Instate Travel						
3400 Other Funds Ltd	2,560	-	-	-	2,560	
4125 Out of State Travel						
3400 Other Funds Ltd	559	-	-	-	559	
4150 Employee Training						
3400 Other Funds Ltd	2,053	-	-	-	2,053	

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services Priority: 00	Pkg: 021 Phase-in Priority: 00	Pkg: 022 Phase-out Pgm & One-time Costs Priority: 00	Pkg: 031 Standard Inflation Priority: 00	
4175 Office Expenses						
3400 Other Funds Ltd	3,012	-	-	-	3,012	
4200 Telecommunications						
3400 Other Funds Ltd	3,586	-	-	-	3,586	
4225 State Gov. Service Charges						
3400 Other Funds Ltd	106,317	-	-	-	106,317	
4250 Data Processing						
3400 Other Funds Ltd	6,065	-	-	-	6,065	
4275 Publicity and Publications						
3400 Other Funds Ltd	848	-	-	-	848	
4300 Professional Services						
3400 Other Funds Ltd	9,787	-	-	-	9,787	
4315 IT Professional Services						
3400 Other Funds Ltd	18,989	-	-	-	18,989	
4325 Attorney General						
3400 Other Funds Ltd	46,091	-	-	-	46,091	
4375 Employee Recruitment and Develop						
3400 Other Funds Ltd	430	-	-	-	430	
4400 Dues and Subscriptions						
3400 Other Funds Ltd	531	-	-	-	531	
4475 Facilities Maintenance						
3400 Other Funds Ltd	251	-	-	-	251	
4575 Agency Program Related S and S						

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services Priority: 00	Pkg: 021 Phase-in Priority: 00	Pkg: 022 Phase-out Pgm & One-time Costs Priority: 00	Pkg: 031 Standard Inflation Priority: 00	
3400 Other Funds Ltd	91,375	-	-	-	91,375	
4650 Other Services and Supplies						
3400 Other Funds Ltd	126,426	-	126,155	-	271	
4700 Expendable Prop 250 - 5000						
3400 Other Funds Ltd	1,617	-	-	-	1,617	
4715 IT Expendable Property						
3400 Other Funds Ltd	5,681	-	-	-	5,681	
SERVICES & SUPPLIES						
3400 Other Funds Ltd	426,178	-	126,155	-	300,023	
TOTAL SERVICES & SUPPLIES	**$426,178**	**-**	**$126,155**	**-**	**$300,023**	
CAPITAL OUTLAY						
5550 Data Processing Software						
3400 Other Funds Ltd	(2,084,000)	-	-	(2,084,000)	-	
EXPENDITURES						
3400 Other Funds Ltd	(1,638,262)	145,715	126,155	(2,210,155)	300,023	
TOTAL EXPENDITURES	**($1,638,262)**	**$145,715**	**$126,155**	**($2,210,155)**	**$300,023**	
ENDING BALANCE						
3400 Other Funds Ltd	1,638,262	(145,715)	(126,155)	2,210,155	(300,023)	
TOTAL ENDING BALANCE	**$1,638,262**	**($145,715)**	**($126,155)**	**$2,210,155**	**($300,023)**	
AUTHORIZED FTE						
8250 Class/Unclass FTE Positions	(0.54)	-	-	(0.54)	-	

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services Priority: 00	Pkg: 021 Phase-in Priority: 00	Pkg: 022 Phase-out Pgm & One-time Costs Priority: 00	Pkg: 031 Standard Inflation Priority: 00	
EXPENDITURES						
PERSONAL SERVICES						
SALARIES & WAGES						
3110 Class/Unclass Sal. and Per Diem						
3400 Other Funds Ltd	(78,343)	-	-	(78,343)	-	
3160 Temporary Appointments						
3400 Other Funds Ltd	860	860	-	-	-	
3170 Overtime Payments						
3400 Other Funds Ltd	159	159	-	-	-	
3190 All Other Differential						
3400 Other Funds Ltd	89	89	-	-	-	
SALARIES & WAGES						
3400 Other Funds Ltd	(77,235)	1,108	-	(78,343)	-	
TOTAL SALARIES & WAGES	**($77,235)**	**$1,108**	**-**	**($78,343)**	**-**	
OTHER PAYROLL EXPENSES						
3210 Empl. Rel. Bd. Assessments						
3400 Other Funds Ltd	(39)	-	-	(39)	-	
3220 Public Employees Retire Cont						
3400 Other Funds Ltd	(19,306)	61	-	(19,367)	-	
3230 Social Security Taxes						
3400 Other Funds Ltd	(5,908)	85	-	(5,993)	-	
3240 Unemployment Assessments						
3400 Other Funds Ltd	22	22	-	-	-	

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services Priority: 00	Pkg: 021 Phase-in Priority: 00	Pkg: 022 Phase-out Pgm & One-time Costs Priority: 00	Pkg: 031 Standard Inflation Priority: 00	
3241 Paid Family Medical Leave Insurance						
3400 Other Funds Ltd	(313)	1	-	(314)	-	
3250 Workers Comp. Assess. (WCD)						
3400 Other Funds Ltd	(19)	-	-	(19)	-	
3270 Flexible Benefits						
3400 Other Funds Ltd	(22,080)	-	-	(22,080)	-	
OTHER PAYROLL EXPENSES						
3400 Other Funds Ltd	(47,643)	169	-	(47,812)	-	
TOTAL OTHER PAYROLL EXPENSES	**($47,643)**	**$169**	**-**	**($47,812)**	**-**	
P.S. BUDGET ADJUSTMENTS						
3455 Vacancy Savings						
3400 Other Funds Ltd	144,438	144,438	-	-	-	
PERSONAL SERVICES						
3400 Other Funds Ltd	19,560	145,715	-	(126,155)	-	
TOTAL PERSONAL SERVICES	**$19,560**	**$145,715**	**-**	**($126,155)**	**-**	
SERVICES & SUPPLIES						
4100 Instate Travel						
3400 Other Funds Ltd	2,560	-	-	-	2,560	
4125 Out of State Travel						
3400 Other Funds Ltd	559	-	-	-	559	
4150 Employee Training						
3400 Other Funds Ltd	2,053	-	-	-	2,053	

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services Priority: 00	Pkg: 021 Phase-in Priority: 00	Pkg: 022 Phase-out Pgm & One-time Costs Priority: 00	Pkg: 031 Standard Inflation Priority: 00	
4175 Office Expenses						
3400 Other Funds Ltd	3,012	-	-	-	3,012	
4200 Telecommunications						
3400 Other Funds Ltd	3,586	-	-	-	3,586	
4225 State Gov. Service Charges						
3400 Other Funds Ltd	106,317	-	-	-	106,317	
4250 Data Processing						
3400 Other Funds Ltd	6,065	-	-	-	6,065	
4275 Publicity and Publications						
3400 Other Funds Ltd	848	-	-	-	848	
4300 Professional Services						
3400 Other Funds Ltd	9,787	-	-	-	9,787	
4315 IT Professional Services						
3400 Other Funds Ltd	18,989	-	-	-	18,989	
4325 Attorney General						
3400 Other Funds Ltd	46,091	-	-	-	46,091	
4375 Employee Recruitment and Develop						
3400 Other Funds Ltd	430	-	-	-	430	
4400 Dues and Subscriptions						
3400 Other Funds Ltd	531	-	-	-	531	
4475 Facilities Maintenance						
3400 Other Funds Ltd	251	-	-	-	251	
4575 Agency Program Related S and S						

Description	Total Essential Packages	Pkg: 010 Vacancy Factor and Non-ORPICS Personal Services Priority: 00	Pkg: 021 Phase-in Priority: 00	Pkg: 022 Phase-out Pgm & One-time Costs Priority: 00	Pkg: 031 Standard Inflation Priority: 00	
3400 Other Funds Ltd	91,375	-	-	-	91,375	
4650 Other Services and Supplies						
3400 Other Funds Ltd	126,426	-	126,155	-	271	
4700 Expendable Prop 250 - 5000						
3400 Other Funds Ltd	1,617	-	-	-	1,617	
4715 IT Expendable Property						
3400 Other Funds Ltd	5,681	-	-	-	5,681	
SERVICES & SUPPLIES						
3400 Other Funds Ltd	426,178	-	126,155	-	300,023	
TOTAL SERVICES & SUPPLIES	**$426,178**	**-**	**$126,155**	**-**	**$300,023**	
CAPITAL OUTLAY						
5550 Data Processing Software						
3400 Other Funds Ltd	(2,084,000)	-	-	(2,084,000)	-	
EXPENDITURES						
3400 Other Funds Ltd	(1,638,262)	145,715	126,155	(2,210,155)	300,023	
TOTAL EXPENDITURES	**($1,638,262)**	**$145,715**	**$126,155**	**($2,210,155)**	**$300,023**	
ENDING BALANCE						
3400 Other Funds Ltd	1,638,262	(145,715)	(126,155)	2,210,155	(300,023)	
TOTAL ENDING BALANCE	**$1,638,262**	**($145,715)**	**($126,155)**	**$2,210,155**	**($300,023)**	
AUTHORIZED FTE						
8250 Class/Unclass FTE Positions	(0.54)	-	-	(0.54)	-	

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Real Estate Agency

Description	Total Policy Packages	Pkg: 100 Fee Increase Priority: 00	Pkg: 101 Licensing System - Post Go Live Enhancements Priority: 00	Pkg: 102 Licensing System SaaS Fees Priority: 00	Pkg: 103 Real Estate Team Registration Priority: 00	Pkg: 070 Revenue Shortfalls Priority: 00
REVENUE CATEGORIES						
LICENSES AND FEES						
0205 Business Lic and Fees						
3400 Other Funds Ltd	5,159,204	5,108,249	-	-	50,955	-
AVAILABLE REVENUES						
3400 Other Funds Ltd	5,159,204	5,108,249	-	-	50,955	-
TOTAL AVAILABLE REVENUES	**$5,159,204**	**$5,108,249**	**-**	**-**	**$50,955**	**-**
EXPENDITURES						
PERSONAL SERVICES						
SALARIES & WAGES						
3110 Class/Unclass Sal. and Per Diem						
3400 Other Funds Ltd	(489,113)	694,416	-	-	-	(1,183,529)
OTHER PAYROLL EXPENSES						
3210 Empl. Rel. Bd. Assessments						
3400 Other Funds Ltd	(198)	316	-	-	-	(514)
3220 Public Employees Retire Cont						
3400 Other Funds Ltd	(120,908)	171,659	-	-	-	(292,567)
3230 Social Security Taxes						
3400 Other Funds Ltd	(37,418)	53,123	-	-	-	(90,541)
3241 Paid Family Medical Leave Insurance						
3400 Other Funds Ltd	(1,956)	2,777	-	-	-	(4,733)
3250 Workers Comp. Assess. (WCD)						
3400 Other Funds Ltd	(95)	152	-	-	-	(247)

Description	Total Policy Packages	Pkg: 100 Fee Increase Priority: 00	Pkg: 101 Licensing System - Post Go Live Enhancements Priority: 00	Pkg: 102 Licensing System SaaS Fees Priority: 00	Pkg: 103 Real Estate Team Registration Priority: 00	Pkg: 070 Revenue Shortfalls Priority: 00
3270 Flexible Benefits						
3400 Other Funds Ltd	(110,400)	176,640	-	-	-	(287,040)
OTHER PAYROLL EXPENSES						
3400 Other Funds Ltd	(270,975)	404,667	-	-	-	(675,642)
TOTAL OTHER PAYROLL EXPENSES	**($270,975)**	**$404,667**	**-**	**-**	**-**	**($675,642)**
PERSONAL SERVICES						
3400 Other Funds Ltd	(760,088)	1,099,083	-	-	-	(1,859,171)
TOTAL PERSONAL SERVICES	**($760,088)**	**$1,099,083**	**-**	**-**	**-**	**($1,859,171)**
SERVICES & SUPPLIES						
4315 IT Professional Services						
3400 Other Funds Ltd	178,498	-	-	178,498	-	-
4325 Attorney General						
3400 Other Funds Ltd	-	200,000	-	-	-	(200,000)
4425 Facilities Rental and Taxes						
3400 Other Funds Ltd	(124,294)	-	-	-	-	(124,294)
4475 Facilities Maintenance						
3400 Other Funds Ltd	(5,368)	-	-	-	-	(5,368)
4575 Agency Program Related S and S						
3400 Other Funds Ltd	978,080	978,080	-	-	-	-
SERVICES & SUPPLIES						
3400 Other Funds Ltd	1,026,916	1,178,080	-	178,498	-	(329,662)
TOTAL SERVICES & SUPPLIES	**$1,026,916**	**$1,178,080**	**-**	**$178,498**	**-**	**($329,662)**

Description	Total Policy Packages	Pkg: 100 Fee Increase Priority: 00	Pkg: 101 Licensing System - Post Go Live Enhancements Priority: 00	Pkg: 102 Licensing System SaaS Fees Priority: 00	Pkg: 103 Real Estate Team Registration Priority: 00	Pkg: 070 Revenue Shortfalls Priority: 00
CAPITAL OUTLAY						
5550 Data Processing Software						
3400 Other Funds Ltd	500,000	-	500,000	-	-	-
EXPENDITURES						
3400 Other Funds Ltd	766,828	2,277,163	500,000	178,498	-	(2,188,833)
TOTAL EXPENDITURES	**$766,828**	**$2,277,163**	**$500,000**	**$178,498**	**-**	**($2,188,833)**
ENDING BALANCE						
3400 Other Funds Ltd	4,392,376	2,831,086	(500,000)	(178,498)	50,955	2,188,833
TOTAL ENDING BALANCE	**$4,392,376**	**$2,831,086**	**($500,000)**	**($178,498)**	**$50,955**	**$2,188,833**
AUTHORIZED POSITIONS						
8150 Class/Unclass Positions	(3)	4	-	-	-	(7)
AUTHORIZED FTE						
8250 Class/Unclass FTE Positions	(2.46)	4.00	-	-	-	(6.46)

BDV004B
2027-29 Biennium
Real Estate Agency

Version: V - 01 - Agency Request Budget
Cross Reference Number: 91900-050-00-00-00000

Description	Total Policy Packages	Pkg: 100 Fee Increase Priority: 00	Pkg: 101 Licensing System - Post Go Live Enhancements Priority: 00	Pkg: 102 Licensing System SaaS Fees Priority: 00	Pkg: 103 Real Estate Team Registration Priority: 00	Pkg: 070 Revenue Shortfalls Priority: 00
REVENUE CATEGORIES						
LICENSES AND FEES						
0205 Business Lic and Fees						
3400 Other Funds Ltd	5,159,204	5,108,249	-	-	50,955	-
AVAILABLE REVENUES						
3400 Other Funds Ltd	5,159,204	5,108,249	-	-	50,955	-
TOTAL AVAILABLE REVENUES	**$5,159,204**	**$5,108,249**	**-**	**-**	**$50,955**	**-**
EXPENDITURES						
PERSONAL SERVICES						
SALARIES & WAGES						
3110 Class/Unclass Sal. and Per Diem						
3400 Other Funds Ltd	(489,113)	694,416	-	-	-	(1,183,529)
OTHER PAYROLL EXPENSES						
3210 Empl. Rel. Bd. Assessments						
3400 Other Funds Ltd	(198)	316	-	-	-	(514)
3220 Public Employees Retire Cont						
3400 Other Funds Ltd	(120,908)	171,659	-	-	-	(292,567)
3230 Social Security Taxes						
3400 Other Funds Ltd	(37,418)	53,123	-	-	-	(90,541)
3241 Paid Family Medical Leave Insurance						
3400 Other Funds Ltd	(1,956)	2,777	-	-	-	(4,733)
3250 Workers Comp. Assess. (WCD)						
3400 Other Funds Ltd	(95)	152	-	-	-	(247)

Description	Total Policy Packages	Pkg: 100 Fee Increase Priority: 00	Pkg: 101 Licensing System - Post Go Live Enhancements Priority: 00	Pkg: 102 Licensing System SaaS Fees Priority: 00	Pkg: 103 Real Estate Team Registration Priority: 00	Pkg: 070 Revenue Shortfalls Priority: 00
3270 Flexible Benefits						
3400 Other Funds Ltd	(110,400)	176,640	-	-	-	(287,040)
OTHER PAYROLL EXPENSES						
3400 Other Funds Ltd	(270,975)	404,667	-	-	-	(675,642)
TOTAL OTHER PAYROLL EXPENSES	**($270,975)**	**$404,667**	**-**	**-**	**-**	**($675,642)**
PERSONAL SERVICES						
3400 Other Funds Ltd	(760,088)	1,099,083	-	-	-	(1,859,171)
TOTAL PERSONAL SERVICES	**($760,088)**	**$1,099,083**	**-**	**-**	**-**	**($1,859,171)**
SERVICES & SUPPLIES						
4315 IT Professional Services						
3400 Other Funds Ltd	178,498	-	-	178,498	-	-
4325 Attorney General						
3400 Other Funds Ltd	-	200,000	-	-	-	(200,000)
4425 Facilities Rental and Taxes						
3400 Other Funds Ltd	(124,294)	-	-	-	-	(124,294)
4475 Facilities Maintenance						
3400 Other Funds Ltd	(5,368)	-	-	-	-	(5,368)
4575 Agency Program Related S and S						
3400 Other Funds Ltd	978,080	978,080	-	-	-	-
SERVICES & SUPPLIES						
3400 Other Funds Ltd	1,026,916	1,178,080	-	178,498	-	(329,662)
TOTAL SERVICES & SUPPLIES	**$1,026,916**	**$1,178,080**	**-**	**$178,498**	**-**	**($329,662)**

Description	Total Policy Packages	Pkg: 100 Fee Increase Priority: 00	Pkg: 101 Licensing System - Post Go Live Enhancements Priority: 00	Pkg: 102 Licensing System SaaS Fees Priority: 00	Pkg: 103 Real Estate Team Registration Priority: 00	Pkg: 070 Revenue Shortfalls Priority: 00
CAPITAL OUTLAY						
5550 Data Processing Software						
3400 Other Funds Ltd	500,000	-	500,000	-	-	-
EXPENDITURES						
3400 Other Funds Ltd	766,828	2,277,163	500,000	178,498	-	(2,188,833)
TOTAL EXPENDITURES	**$766,828**	**$2,277,163**	**$500,000**	**$178,498**	**-**	**($2,188,833)**
ENDING BALANCE						
3400 Other Funds Ltd	4,392,376	2,831,086	(500,000)	(178,498)	50,955	2,188,833
TOTAL ENDING BALANCE	**$4,392,376**	**$2,831,086**	**($500,000)**	**($178,498)**	**$50,955**	**$2,188,833**
AUTHORIZED POSITIONS						
8150 Class/Unclass Positions	(3)	4	-	-	-	(7)
AUTHORIZED FTE						
8250 Class/Unclass FTE Positions	(2.46)	4.00	-	-	-	(6.46)

PIC100 - Position Budget Report | **Real Estate Agency**

2027-29 Biennium | **Cross Reference Number: 91900-000-00-00-00000**

Budget Preparation | **Agency Request Budget**

Position Number	Classification	Classification Name	Sal Rng	Pos Type	Pos Cnt	FTE	Mos	Step	Rate	SAL/ OPE	Salary/OPE GF	LF	OF	FF	AF
Total Salary											-	-	6,541,656	-	6,541,656
Total OPE											-	-	3,416,597	-	3,416,597
Total Personal Services					29	29.00					-	-	**9,958,253**	-	**9,958,253**

Position Number	Classification	Classification Name	Sal Rng	Pos Type	Pos Cnt	FTE	Mos	Step	Rate	SAL/ OPE	Salary/OPE GF	LF	OF	FF	AF
0000569	AR C0107 AP	ADMINISTRATIVE SPECIALIST 1	17	PF	1	1.00	24	7	5026	SAL	-	-	120,624	-	120,624
										OPE	-	-	83,805	-	83,805
0005002	MEAH Z7586 HF	AGENCY HEAD 6	39X	PF	1	1.00	24	11	19390	SAL	-	-	465,360	-	465,360
										OPE	-	-	190,416	-	190,416
0005003	MESN Z7082 AF	BUSINESS OPERATIONS ADMINISTRAT(	38X	PF	1	1.00	24	11	17362	SAL	-	-	416,688	-	416,688
										OPE	-	-	177,678	-	177,678
0005012	AR C0860 AP	PROGRAM ANALYST 1	23	PF	1	1.00	24	11	8053	SAL	-	-	193,272	-	193,272
										OPE	-	-	107,612	-	107,612
0005017	MMS X7085 AP	BUSINESS OPERATIONS MANAGER 1	31X	PF	1	1.00	24	11	12332	SAL	-	-	295,968	-	295,968
										OPE	-	-	141,266	-	141,266
0005021	MMS X7436 AP	LICENSING AND PERMITTING SUPERVI:	28X	PF	1	1.00	24	10	10172	SAL	-	-	244,128	-	244,128
										OPE	-	-	124,278	-	124,278
0005024	AR C5248 AP	COMPLIANCE SPECIALIST 3	29	PF	1	1.00	24	11	10722	SAL	-	-	257,328	-	257,328
										OPE	-	-	128,603	-	128,603
0005025	AR C5246 AP	COMPLIANCE SPECIALIST 1	21	PF	1	1.00	24	11	7314	SAL	-	-	175,536	-	175,536
										OPE	-	-	101,800	-	101,800
0005030	AR C5246 AP	COMPLIANCE SPECIALIST 1	21	PF	1	1.00	24	11	7314	SAL	-	-	175,536	-	175,536
										OPE	-	-	101,800	-	101,800
0005032	MMS X7144 AP	COMPLIANCE AND REGULATORY MANA	33X	PF	1	1.00	24	11	13625	SAL	-	-	327,000	-	327,000
										OPE	-	-	151,435	-	151,435
0005033	AR C5246 AP	COMPLIANCE SPECIALIST 1	21	PF	1	1.00	24	11	7314	SAL	-	-	175,536	-	175,536
										OPE	-	-	101,800	-	101,800
0005043	AR C5235 AP	FINANCIAL INVESTIGATOR 1	26	PF	1	1.00	24	11	9295	SAL	-	-	223,080	-	223,080
										OPE	-	-	117,380	-	117,380
0005046	MMN X0863 AP	PROGRAM ANALYST 4	31	PF	1	1.00	24	10	12332	SAL	-	-	295,968	-	295,968
										OPE	-	-	141,266	-	141,266
0005050	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	720	-	720
										OPE	-	-	55	-	55
0005051	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	720	-	720
										OPE	-	-	55	-	55
0005052	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	720	-	720

Position Number	Classification	Classification Name	Sal Rng	Pos Type	Pos Cnt	FTE	Mos	Step	Rate	SAL/ OPE	GF	LF	OF	FF	AF
										OPE	-	-	55	-	55
0005053	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	720	-	720
										OPE	-	-	55	-	55
0005060	AR C1216 AP	ACCOUNTANT 1	23	PF	1	1.00	24	11	8053	SAL	-	-	193,272	-	193,272
										OPE	-	-	107,612	-	107,612
0005061	AR C5235 AP	FINANCIAL INVESTIGATOR 1	26	PF	1	1.00	24	10	8858	SAL	-	-	212,592	-	212,592
										OPE	-	-	113,943	-	113,943
0005067	AR C5235 AP	FINANCIAL INVESTIGATOR 1	26	PF	1	1.00	24	11	9295	SAL	-	-	223,080	-	223,080
										OPE	-	-	117,380	-	117,380
0005069	AR C0108 AP	ADMINISTRATIVE SPECIALIST 2	20	PF	1	1.00	24	6	5511	SAL	-	-	132,264	-	132,264
										OPE	-	-	87,620	-	87,620
0005095	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	720	-	720
										OPE	-	-	55	-	55
0005098	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	720	-	720
										OPE	-	-	55	-	55
0005099	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	720	-	720
										OPE	-	-	55	-	55
0005101	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	720	-	720
										OPE	-	-	55	-	55
0005102	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	-	-	720	-	720
										OPE	-	-	55	-	55
0005105	AR C5246 AP	COMPLIANCE SPECIALIST 1	21	PF	1	1.00	24	7	6065	SAL	-	-	145,560	-	145,560
										OPE	-	-	91,976	-	91,976
0005115	AR C5246 AP	COMPLIANCE SPECIALIST 1	21	PF	1	1.00	24	11	7314	SAL	-	-	175,536	-	175,536
										OPE	-	-	101,800	-	101,800
0005120	AR C5246 AP	COMPLIANCE SPECIALIST 1	21	PF	1	1.00	24	11	7314	SAL	-	-	175,536	-	175,536
										OPE	-	-	101,800	-	101,800
0005125	MMC X1322 AP	HUMAN RESOURCE ANALYST 3	29	PF	1	1.00	24	10	11219	SAL	-	-	269,256	-	269,256
										OPE	-	-	132,512	-	132,512
0005130	AR C5235 AP	FINANCIAL INVESTIGATOR 1	26	PF	1	1.00	24	11	9295	SAL	-	-	223,080	-	223,080
										OPE	-	-	117,380	-	117,380

Position Number	Classification	Classification Name	Sal Rng	Pos Type	Pos Cnt	FTE	Mos	Step	Rate	SAL/ OPE	Salary/OPE GF	LF	OF	FF	AF
0005904	AR C0108 AP	ADMINISTRATIVE SPECIALIST 2	20	PF	1	1.00	24	10	6655	SAL	-	-	159,720	-	159,720
										OPE	-	-	96,618	-	96,618
0005920	AR C0108 AP	ADMINISTRATIVE SPECIALIST 2	20	PF	1	1.00	24	11	6971	SAL	-	-	167,304	-	167,304
										OPE	-	-	99,103	-	99,103
0005928	AR C0108 AP	ADMINISTRATIVE SPECIALIST 2	20	PF	1	1.00	24	11	6971	SAL	-	-	167,304	-	167,304
										OPE	-	-	99,103	-	99,103
0005933	AR C5235 AP	FINANCIAL INVESTIGATOR 1	26	PF	1	1.00	24	11	9295	SAL	-	-	223,080	-	223,080
										OPE	-	-	117,380	-	117,380
0005934	AR C5235 AP	FINANCIAL INVESTIGATOR 1	26	PF	1	1.00	24	8	8056	SAL	-	-	193,344	-	193,344
										OPE	-	-	107,636	-	107,636
0005938	AR C5247 AP	COMPLIANCE SPECIALIST 2	25	PF	1	1.00	24	11	8844	SAL	-	-	212,256	-	212,256
										OPE	-	-	113,834	-	113,834
0005950	MMS X7145 AP	COMPLIANCE AND REGULATORY MANA	31X	PF	1	1.00	24	11	12332	SAL	-	-	295,968	-	295,968
										OPE	-	-	141,266	-	141,266
Total Salary											-	-	6,541,656	-	6,541,656
Total OPE											-	-	3,416,597	-	3,416,597
Total Personal Services					**29**	**29.00**					-	-	**9,958,253**	-	**9,958,253**

POS116 - Net Package Fiscal Impact Report

Real Estate Agency

2027-29 Biennium | **Cross Reference Number: 91900-050-00-00-00000**

Agency Request Budget | **Package Number: 22**

Position Number	Auth No	Workday Id	Classification	Classification Name	Sal Rng	Pos Type	Mos	Step	Rate	Salary	OPE	Total	Pos Cnt	FTE
5026	512560	4754	AR C1482 I P	INFORMATION SYSTEMS SPECIALI	21	PP	0	7	6,092	-78,343	-47,812	-126,155	0	-0.54
				General Funds						**0**	**0**	**0**		
				Lottery Funds						**0**	**0**	**0**		
				Other Funds						**-78,343**	**-47,812**	**-126,155**		
				Federal Funds						**0**	**0**	**0**		
				Total Funds						**-78,343**	**-47,812**	**-126,155**	**0**	**-0.54**

Position Number	Auth No	Workday Id	Classification	Classification Name	Sal Rng	Pos Type	Mos	Step	Rate	Salary	OPE	Total	Pos Cnt	FTE
5026	512560	4754	AR C1482 I P	INFORMATION SYSTEMS SPECIALI	21	PP	0	7	6,092	78,343	47,812	126,155	0	0.54
				General Funds						**0**	**0**	**0**		
				Lottery Funds						**0**	**0**	**0**		
				Other Funds						**78,343**	**47,812**	**126,155**		
				Federal Funds						**0**	**0**	**0**		
				Total Funds						**78,343**	**47,812**	**126,155**	**0**	**0.54**

Position Number	Auth No	Workday Id	Classification				Classification Name	Sal Rng	Pos Type	Mos	Step	Rate	Salary	OPE	Total	Pos Cnt	FTE
569	512460	46628	AR	C0107	A	P	ADMINISTRATIVE SPECIALIST 1	17	PF	24	7	5,026	-120,624	-83,805	-204,429	-1	-1.00
5017	512510	26009	MMS	X7085	A	P	BUSINESS OPERATIONS MANAGEI	31X	PF	24	11	12,332	-295,968	-141,266	-437,234	-1	-1.00
5026	512560	4754	AR	C1482	I	P	INFORMATION SYSTEMS SPECIALI	21	PP	0	7	6,092	-67,865	-44,378	-112,243	-1	-0.46
5039	512620	30701	AR	C5235	A	P	FINANCIAL INVESTIGATOR 1	26	PF	0	11	9,295	-223,080	-117,380	-340,460	-1	-1.00
5069	512720	46786	AR	C0108	A	P	ADMINISTRATIVE SPECIALIST 2	20	PF	24	6	5,511	-132,264	-87,620	-219,884	-1	-1.00
5105	1434791	147086	AR	C5246	A	P	COMPLIANCE SPECIALIST 1	21	PF	24	7	6,065	-145,560	-91,976	-237,536	-1	-1.00
5937	668670	30549	AR	C1486	I	P	INFORMATION SYSTEMS SPECIALI	29	PF	0	5	8,257	-198,168	-109,217	-307,385	-1	-1.00
							General Funds						**0**	**0**	**0**		
							Lottery Funds						**0**	**0**	**0**		
							Other Funds						**-1,183,529**	**-675,642**	**-1,859,171**		
							Federal Funds						**0**	**0**	**0**		
							Total Funds						**-1,183,529**	**-675,642**	**-1,859,171**	**-7**	**-6.46**

Position Number	Auth No	Workday Id	Classification				Classification Name	Sal Rng	Pos Type	Mos	Step	Rate	Salary	OPE	Total	Pos Cnt	FTE
569	512460	46628	AR	C0107	A	P	ADMINISTRATIVE SPECIALIST 1	17	PF	24	7	5,026	120,624	83,805	204,429	1	1.00
5017	512510	26009	MMS	X7085	A	P	BUSINESS OPERATIONS MANAGEI	31X	PF	24	11	12,332	295,968	141,266	437,234	1	1.00
5069	512720	46786	AR	C0108	A	P	ADMINISTRATIVE SPECIALIST 2	20	PF	24	6	5,511	132,264	87,620	219,884	1	1.00
5105	1434791	147086	AR	C5246	A	P	COMPLIANCE SPECIALIST 1	21	PF	24	7	6,065	145,560	91,976	237,536	1	1.00
							General Funds						**0**	**0**	**0**		
							Lottery Funds						**0**	**0**	**0**		
							Other Funds						**694,416**	**404,667**	**1,099,083**		
							Federal Funds						**0**	**0**	**0**		
							Total Funds						**694,416**	**404,667**	**1,099,083**	**4**	**4.00**

Position Number	Auth No	Workday Id	Classification	Classification Name	Sal Rng	Pos Type	Mos	Step	Rate	Salary	OPE	Total	Pos Cnt	FTE
5026	512560	4754	AR C1482 I P	INFORMATION SYSTEMS SPECIALI	21	PP		7	6,092	-78,343	-47,812	-126,155	0	-0.54
				General Funds						**0**	**0**	**0**		
				Lottery Funds						**0**	**0**	**0**		
				Other Funds						**-78,343**	**-47,812**	**-126,155**		
				Federal Funds						**0**	**0**	**0**		
				Total Funds						**-78,343**	**-47,812**	**-126,155**	**0**	**-0.54**

Position Number	Auth No	Workday Id	Classification	Classification Name	Sal Rng	Pos Type	Mos	Step	Rate	Salary	OPE	Total	Pos Cnt	FTE
5026	512560	4754	AR C1482 I P	INFORMATION SYSTEMS SPECIALI	21	PP		7	6,092	0	0	0	0	0.00
				General Funds						**0**	**0**	**0**		
				Lottery Funds						**0**	**0**	**0**		
				Other Funds						**0**	**0**	**0**		
				Federal Funds						**0**	**0**	**0**		
				Total Funds						**0**	**0**	**0**	**0**	**0.00**