CLASSIFICATION AND SALARY RANGES
RIGHT-OF-WAY PERSONNEL

THE WEST VIRGINIA DEPARTMENT OF TRANSPORTATION REQUESTED A POLL OF THE OTHER STATES REGARDING CLASSIFICATION AND SALARY RANGES FOR RIGHT-OF-WAY PERSONNEL IN THE OTHER STATES.

1. Do you have more than one classification for right-of-way agents who work in negotiations, relocations and replacement housing? (i.e., Transportation Realty Agent I, II and III) If so, what are the classifications?
2. Do you have more than one classification for appraisers? (i.e., Appraiser I, II and III) If so, what are the classifications?
3. Is there a separate classification for managers for your right-of-way sections?
4. What are the pay ranges for these classifications?

ALASKA

1. Do you have more than one classification for right-of-way agents who work in negotiations, relocations and replacement housing? (i.e. Transportation Realty Agent 1, 2 and 3.) If so what are the classifications? See Below.

2. Do you have more than one classification for appraisers? (i.e. Appraiser 1, 2 and 3.) If so what are the classifications? No - Usually either a Right-of-Way Agent II or III.

3. Is there a separate classification for managers of your Right-of-Way sections? No - Managers are within the Right-of-Way Classification.

4. What are the pay ranges for these classifications?
   - Right of Way Agent I - range 14 ($1,439 - $2,058 per month)
   - Right of Way Agent II - range 16 ($1,652 - $2,371 per month)
   - Right of Way Agent III - range 18 ($1,903 - $2,710 per month)
   - Right of Way Agent IV - range 20 ($2,179 - $3,097 per month)
   - Right of Way Agent V - range 21 ($2,330 - $3,316 per month)
   - Right of Way Agent VI - range 23 ($2,662 - $3,810 per month)
   - Right of Way Assistant - range 12 ($1,266 - $1,790 per month)
   - Right of Way Review Appraiser I - range 21 ($2,330 - $3,316 per month)
   - Right of Way Review Appraiser II - range 22 ($2,490 - $3,553 per month)

CALIFORNIA

1. Do you have more than one classification for right-of-way agents who work in negotiations, relocations and replacement housing? (i.e. Transportation Realty Agent 1, 2 and 3.) If so what are the classifications?
2. Do you have more than one classification for appraisers? (i.e. Appraiser 1, 2 and 3.) If so what are the classifications?
   Right-of-Way Agent (Ranges A&B)
   Associate Right-of-Way Agent
   Senior Right-of-Way Agent
   Supervising Right-of-Way Agent

3. Is there a separate classification for managers of your Right-of-Way sections?
   Senior Right-of-Way Agent
   Supervising Right-of-Way Agent
   Principal Right-of-Way Agent

4. What are the pay ranges for these classifications?
   Right-of-Way Agent - $2902 - 4363 per month
   Associate Right-of-Way Agent - $4316 - 5247 per month
   Senior Right-of -Way Agent - $5211 - 6286 per month
   Supervising Right-of-Way Agent - $6334 - 6984 per month
   Principal Right-of-Way Agent - $6964 - 7678 per month

**CONNECTICUT**

1. Do you have more than one classification for right-of-way agents who work in negotiations, relocations and replacement housing? (i.e. Transportation Realty Agent 1, 2 and 3.) If so what are the classifications?
   Property Agent  I
   Property Agent  II
   Supervising Property Agent

2. Do you have more than one classification for appraisers? (i.e. Appraiser 1, 2 and 3.) If so what are the classifications?

   Connecticut does not have a separate classification for appraisers; they are employed in the property agent series.

3. Is there a separate classification for managers of your Right-of-Way sections?

   Connecticut’s ROW Office is divided into 5 divisions; each division is managed by a division chief. The division chief position is a management classification.

4. What are the pay ranges for these classifications?
   Property Agent I - $43,985 - $60,709
FLORIDA

1. Do you have more than one classification for right-of-way agents who work in negotiations, relocations and replacement housing? (i.e., Transportation Realty Agent I, II and III) If so, what are the classifications?

   Yes, Florida utilizes several levels for agents. The State of Florida utilizes a broadband classification system with broad pay ranges within which the actual salary is set based upon the specific duties assigned to the position and the qualifications of the position incumbent. Agents are classified as Business Operations Specialist, Levels I, II, III, and IV.

2. Do you have more than one classification for appraisers? (i.e., Appraiser I, II and III) If so, what are the classifications?

   Appraisers are classified under the same system as agents.

3. Is there a separate classification for managers of your Right-of-Way sections?

   Yes, Managers are classified as Property & Real Estate Managers, Level II and Level III.

4. What are the pay ranges for these classifications?

<table>
<thead>
<tr>
<th>Classification</th>
<th>Level</th>
<th>Pay Band</th>
<th>Minimum</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Operations Specialist</td>
<td>1</td>
<td>3</td>
<td>$19,129.50</td>
<td>$47,823.88</td>
</tr>
<tr>
<td></td>
<td>2</td>
<td>6</td>
<td>$24,773.06</td>
<td>$61,932.78</td>
</tr>
<tr>
<td></td>
<td>3</td>
<td>7</td>
<td>$27,002.04</td>
<td>$67,505.36</td>
</tr>
<tr>
<td></td>
<td>4</td>
<td>10</td>
<td>$34,968.70</td>
<td>$87,422.14</td>
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<tr>
<td>Property &amp; Real Estate Manager</td>
<td>2</td>
<td>20</td>
<td>$25,419.16</td>
<td>$101,676.90</td>
</tr>
<tr>
<td></td>
<td>3</td>
<td>21</td>
<td>$31,773.82</td>
<td>$127,095.28</td>
</tr>
</tbody>
</table>

ILLINOIS

1. Do you have more than one classification for right-of-way agents who work in negotiations, relocations and replacement housing? (i.e., Transportation Agent I, II and III) If so, what are the classifications?

   Realty Specialist I, II, III, IV and V

2. Do you have more than one classification for appraisers? (i.e., Appraiser I, II and III) If so, what are the classifications?

   Illinois does not have a separate classification for appraisers. They are also classified as Realty Specialists I, II, III, IV and V
3. Is there a separate classification for managers of your right-of-way sections?
   Yes, one section manager is classified as a Technical Manager VI and one as a
   Civil Engineer VI.

4. What are the pay ranges for these classifications?
   Realty Specialist I - $30,420 to $54,180
   Realty Specialist II - $34,740 to $61,980
   Realty Specialist III - $39,480 to $70,440
   Realty Specialist IV - $43,800 to $80,160
   Realty Specialist V - $52,620 to $89,400
   Technical Manager VI - $57,180 to $96,540
   Civil Engineer VI - $60,720 to $96,540

**INDIANA**

1. Indiana has three classifications of right-of-way agents and relocation agents:
   Right-of-way or Relocation Agent III is entry level.
   Level II is an experienced agent.
   Level I is a supervisor.

2. Indiana has three classifications for appraisers:
   Appraiser III is entry level.
   Level II is a review appraiser.
   Level I is a supervisor/review appraiser.

3. Indiana has a separate classification for managers in their right-of-way sections.

   Right-of-way/relocation/appraiser I - $34,320- $49,140.
   (Section Managers are included in the executive classification and pay range.)

**KANSAS**

1. Do you have more than one classification for right-of-way agents who work in
   negotiations, relocations and replacement housing? (i.e. Transportation Realty Agent 1, 2
   and 3.) If so what are the classifications?

   * YES. We use the same classifications for our Acquisition and Relocation Sections.
     They are: Right of Way Agent I, II and III. The Relocation and Acquisition Section
     Heads are classified as ROW III.

2. Do you have more than one classification for appraisers? (i.e. Appraiser 1, 2 and 3.)
   If so what are the classifications?

   * Yes, Right-of-Way Property Appraisers I and II. The Appraiser II classification is
     used for our review appraisers. The Appraisal Section Head is classified as a:
     Right-of-Way Property Appraiser Supervisor
3. Is there a separate classification for managers of your Right-of-Way sections?

* YES. Appraisal, Relocation and Acquisition Sections heads are identified above and the salaries per hour rates are listed below. In addition, we have a Local Projects/Contract Compliance Section Head designated as a Right-of-Way Agent III and Right-of-Way III classifications for our Salvage Section Head and for our Sign/Beautification Section Head.

4. What are the pay ranges for these classifications?

* Starts at:
  Right-of-Way Agent I - $15.13
  Right-of-Way Agent II - $15.88
  Right-of-Way Agent III - $17.97
  Right-of-Way Property Appraiser I - $16.29
  Right-of-Way Property Appraiser II - $17.97
  Right-of-Way Prop. Appraiser Supervisor - $19.97

MAINE

1. We're transiting away from two classifications for Right-of-Way Agents (I & II) to a single entry level classification entitled Assistant Technician. The purpose is to be able to attract people with entry level skills and be able to move them through either a technical career track or a real estate career track, based on their desires and our needs. There has been discussions relative to moving all the right-of-way classes into the Technical class series, but we Right-of-Way types have been strongly resistant.

2. We have three, Appraiser I, II and III. Appraiser I's negotiate, assist in relocation and do appraisal waivers and non complex appraisals. Appraiser II's do the heavy lifting appraisal work and Appraiser III's do reviews, consultant contracts and provide right-of-way guidance and oversight in the teams.

3. Each of the three major programs, (Urban and Arterial Highway, Bridge and Regional (collector highways)) has a right-of-way manager. There is no Director of Right-of-Way or central Right-of-Way entity at this time.

4. Right-of-Way Agent I - Range 14 - $22,360.00 - $29,432.00
   Assistant Technician - Range 16 - $23,774.00 - $31,512.00
   Right-of-Way Agent II - Range 18 - $25,646.00 - $34,320.00
   Right-of-Way Appraiser I - Range 20 - $27,726.00 - $37,481.00
   Right-of-Way Appraiser II - Range 25 - $34,694.00 - $47,590.00
   Right-of-Way Appraiser III - Range 28 - $40,414.00 - $56,430.00
   Right-of-Way Manager - Range 30 - $43,680.00 - $60,923.00
   Right-of-Way Manager - Range 32 - $47,361.00 - $66,040.00
MARYLAND

1. Yes, we do have more than one classification for right-of-way agents who work in negotiations and replacement housing. We have 4 levels - Real Property Specialist I is our entry level; Real Property Specialist II is our experienced level; Real Property Specialist III is our journey level; Real Property Specialist IV is our senior or advanced level.

2. Yes, we have 3 levels - Real Property Review Appraiser I is our journey level; Real Property Review Appraiser II is our supervisory level; Real Property Review Appraiser III is our managerial level. We have no entry level for appraisers.

3. Yes, we have Real Property Supervisors and Real Property Managers.

4. Real Property Specialist I/Grade 13/14 - $30,664 - $50,700
   Real Property Specialist II/Grade 15 - $34,908 - $54,147
   Real Property Specialist III/Grade 16 - $37,255 - $57,844
   Real Property Specialist IV/Grade 17 - $39,766 - $61,794
   Real Property Supervisor/Grade 18 - $42,453 - $66,022
   Real Property Manager/Grade 20 - $48,405 - $75,389
   Real Property Review Appraiser I/Grade 17 - $39,766 - $61,794
   Real Property Review Appraiser II/Grade 18 - $42,453 - $66,022
   Real Property Review Appraiser III/Grade 20 - $48,405 - $75,389

MASSACHUSETTS

1. Do you have more than one classification for right of way agents who work in negotiations, relocations and replacement housing? (i.e. Transportation Realty Agent 1, 2 and 3.) If so what are the classifications?
   Yes, Massachusetts has a Right-of-Way Agent series that ranges from RA I – RA IV - 13 step pay range
   RA I - $32K - $46,3
   RA II - $35,6 - $51,4
   RA III - $39,5 - $56,9
   RA IV - $45,5 - $65,7

2. Do you have more than one classification for appraisers? (i.e., Appraiser 1, 2 and 3.) If so what are the classifications?
   The appraisal section is also classified as RA I - RA IV. RA I & II are appraisers while III's are review appraisers and IV is Appraisal Administrator.

3. Is there a separate classification for managers of your Right-of-Way sections?
   Yes, current Management titles and levels are:
   Director - M8
   Deputy Director - M-7
   Operations Manager - M-6
4. What are the pay ranges for these classifications?
   - M-3 - $32,685 - $52,975
   - M-4 - $35,247 - $57,313
   - M-6 - $41,000 - $66,844
   - M-7 - $44,600 - $72,900
   - M-8 - $48,480 - $79,500

MICHIGAN

1. Do you have more than one classification for right-of-way agents who work in negotiations, relocations and replacement housing? (i.e., Transportation Realty Agent I, II and III.) If so what are the classifications?
   Yes, they have Property Analyst-E (9/10/P11), Property Analyst-A (12), and Property Specialist-2 (13). They also have Drafting Technician-E (8/9/E10), Drafting Technician-A (11), and Drafting Technician-SS (12) – these are the draftsmen for the right-of-way projects.

2. Do you have more than one classification for appraisers? (i.e., Appraiser 1, 2 and 3.) If so, what are the classifications?
   No - same as question #1.

3. Is there a separate classification for managers of your Right-of-Way sections?
   Yes, they have Property Manager-3 (14), and Property Manager-4 (15).

4. What are the pay ranges for these classifications?
   - Property Analyst-E (9/10/P11) $15.90 - $24.26
   - Property Analyst-A (12) $18.93 - $26.19
   - Property Specialist-2 (13) $20.32 - $28.58
   - Property Manager-3 (14) $22.46 - $31.48
   - Property Manager-4 (15) $25.19 - $35.03
   - Drafting Technician-E (8/9/E10) $12.68 - $20.15
   - Drafting Technician-A (11) $16.33 - $22.11
   - Drafting Technician-SS (12) $17.38 - $24.39

In their classifications, the classifications that have an "E" after them are entry level positions, going from the entry to the journey level. Classifications that have an "A" after them are their senior positions. Classifications that have an "SS" after them are their specialist positions.

MINNESOTA
1. Do you have more than one classification for Right-of-Way Agents who work in negotiations, relocations and replacement housing? (i.e. Transportation Realty Agent 1, 2 and 3.) If so, what are the classifications? YES

<table>
<thead>
<tr>
<th>CLASSIFICATIONS</th>
<th>PAY RANGES</th>
</tr>
</thead>
<tbody>
<tr>
<td>*Real Estate Associate:</td>
<td>$16.32 - $22.20 per hr.</td>
</tr>
<tr>
<td>(34,076 - $46,354 per yr.)</td>
<td></td>
</tr>
<tr>
<td>*Real Estate Representative:</td>
<td>$16.88 - $24.65 per hr.</td>
</tr>
<tr>
<td>(35,245 - $51,469 per yr.)</td>
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</tr>
<tr>
<td>*Real Estate Representative Senior:</td>
<td>$18.05 - $26.49 per hr.</td>
</tr>
<tr>
<td>(37,688 - $55,311 per yr.)</td>
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</tr>
<tr>
<td>*Real Estate Specialist:</td>
<td>$20.67 - $30.64 per hr.</td>
</tr>
<tr>
<td>(43,159 - $63,976 per hr.)</td>
<td></td>
</tr>
</tbody>
</table>

*Individuals in these classes are appraisers, direct purchase agents, relocation advisors, etc.

2. Do you have more than one classification for appraisers? YES (i.e. Appraiser 1, 2 and 3.) If so, what are the classifications?

<table>
<thead>
<tr>
<th>CLASSIFICATIONS</th>
<th>PAY RANGES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Real Estate Associate</td>
<td>Same as above</td>
</tr>
<tr>
<td>Real Estate Representative</td>
<td>„</td>
</tr>
<tr>
<td>Real Estate Representative Senior</td>
<td>„</td>
</tr>
<tr>
<td>Real Estate Specialist</td>
<td>„</td>
</tr>
</tbody>
</table>

3. Is there a separate classification for managers of your Right-of-Way sections? YES

4. What are the pay ranges for these classifications?

<table>
<thead>
<tr>
<th>CLASSIFICATIONS</th>
<th>PAY RANGES</th>
</tr>
</thead>
<tbody>
<tr>
<td>(2) Engineer Principal Administrative Transportation:</td>
<td>$32.56 - $46.69 per hr.</td>
</tr>
<tr>
<td>(Office Director, Assistant Office Director)</td>
<td>($67,985 - $97,489 per yr.)</td>
</tr>
<tr>
<td>Real Estate Program Supervisor:</td>
<td>$25.21 - $36.46 per hr.</td>
</tr>
<tr>
<td>(52,638 - $76,128 per yr.)</td>
<td></td>
</tr>
<tr>
<td>(Section Supervisor)</td>
<td></td>
</tr>
<tr>
<td>Real Estate Specialist Supervisor:</td>
<td>$22.52 - $32.72 per hr.</td>
</tr>
<tr>
<td>(47,022 - $68,319 per yr.)</td>
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</tr>
<tr>
<td>(Unit Supervisor)</td>
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</tbody>
</table>
MISSISSIPPI

1. The Mississippi Department of Transportation, Right-of-Way Division, has four (4) agent position levels; agents in all four levels perform duties in the areas of appraisal, title, property management, acquisition, and relocation assistance. These classifications from lowest to highest level are:

   DOT-ROW Agent In Training
   DOT-ROW Agent
   DOT-ROW Agent Senior
   DOT-ROW Agent Advanced

2. Appraisers in our Appraisal Section can be in any of the above levels, however, those agents who work in our Review Appraisal Section must hold a DOT-ROW Agent Advanced title.

3. & 4. Based on the duties/responsibilities of our Section Heads with duties involving right-of-way, the titles and salary ranges are as follows:

   DOT-ROW Agent Supervisor - $36,389.28 - $63,681.24
   DOT-ROW Officer - $39,964.90 - $69,938.58
   DOT-Manager - $47,001.05 - $82,251.84

MONTANA

1. Do you have more than one classification for right-of-way agents who work in negotiations, relocations and replacement housing? (i.e. Transportation Realty Agent 1, 2 and 3.) If so what are the classifications?

   Yes. Right-of-Way Agent I, II, III, and IV.

2. Do you have more than one classification for appraisers? (i.e. Appraiser 1, 2 and 3.) If so what are the classifications?

   Our Right-of-Way Agents are all purpose and do our appraisals also.

3. Is there a separate classification for managers of your Right-of-Way sections?

   Yes. We have both Right-of-Way Managers and Supervisors. Generally speaking the Managers are in charge of major program areas such as Appraisal Manager (appraisal review), Acquisition Manager, Right-of-Way Design Manager, Utilities Manager, Access Management Manager, etc.
4. What are the pay ranges for these classifications?

   Annual ranges:
   R/W Agent I - $17,806 – 26,790
   R/W Agent II - $ 21,367 – 32,050
   R/W Agent III - $25,640 – 38,460
   R/W Agent IV - $30,768 – 46,152
   Review Appraisers - $30,768 – 46,152
   R/W Supervisor - $30,768 – 46,152
   R/W Manager - $36,922 – 55,383

**NEW JERSEY**

1. Do you have more than one classification for right-of-way agents who work in negotiations, relocations and replacement housing? (i.e. Transportation Realty Agent 1, 2 and 3.) If so what are the classifications?

   Yes. ROW Negotiators (Range 18), Senior ROW Negotiators (Range 21), Principal ROW Negotiators (Range 24), Supervisors 1 ROW (Range 27).

2. Do you have more than one classification for appraisers? (i.e. Appraiser 1, 2 and 3.) If so what are the classifications? Yes. Appraiser 1 (Range 23), Appraiser 2 (Range 25), Appraiser 3 (Range 29)

3. Is there a separate classification for managers of your Right-of-Way sections? All Bureau & District Managers are classified as Manager 2 ROW Programs.

4. What are the pay ranges for these classifications?
   
   ROW Negotiator - $34,431 - $46,988
   Senior ROW Negotiator - $39,380 - $53,934
   Principal ROW Negotiator - $45,114 - $61,941
   Supervisor 1 ROW - $51,749 - $71,246
   Appraiser 1 - $43,108 - $59,147
   Appraiser 2 - $47,217 - $64,903
   Appraiser 3 - $56,745 - $78,238
   Manager 2 ROW Programs - $65,214 - $90,096.

**NORTH DAKOTA**

1. North Dakota does have more than one classification for right-of-way agents who work in negotiations, relocations and replacement housing. These classifications are:
   
   Realty Officer I
   Realty Officer II
   Realty Officer III
2. North Dakota does have more than one classification for appraisers. These classifications are:
   - Realty Officer I
   - Realty Officer II
   - Realty Officer III
   - Realty Officer IV

3. North Dakota does not have a separate classification for managers of their right-of-way sections. The head of the entire Right-of-Way Section is the Right-of-Way Director.

4. The pay ranges for these classifications are:
   - Realty Officer I - $1,775 - $2,959
   - Realty Officer II - $1,956 to $3,260
   - Realty Officer III - $2,364 to $3,940
   - Realty Officer IV - $2,623 to $4,371

**OHIO**

1. Ohio has one Realty Specialist classification series that encompasses all real estate functions. This series consists of Realty Specialist 1, Realty Specialist 2, Realty Specialist 3, Realty Specialist Supervisor, Realty Specialist Manager.

2. Appraisers are classified within the Realty Specialist series.

3. Right-of-Way managers are classified as Realty Specialist Manager.

4. Pay ranges and rates:
   - Realty Specialist 1 - pay range 28 ($14.26 - $17.33 per hour)
   - Realty Specialist 2 - pay range 30 ($16.00 - $20.80 per hour)
   - Realty Specialist 3 - pay range 31 ($17.33 - $22.90 per hour)
   - Realty Specialist Supervisor - pay range 12 ($20.08 - $26.26 per hour)
   - Realty Specialist Manager - pay range 14 ($24.35 - $31.88 per hour)

**OREGON**

1. Oregon does have more than one classification for right-of-way agents who work in negotiations, relocations and replacement housing. These classifications and functions are:
   - Right-of-Way Agent Entry - After one year of field experience, employees in this classification are automatically moved to the Right-of-Way Agent I level (assuming a satisfactory performance appraisal).
   - Right-of-Way Agent I - These agents handle most of their negotiations, staff appraisals and relocations.
   - Right-of-Way Agent II - In the field offices, these agents are lead workers and function as Right-of-Way Project Managers. They are members of the
Project Development Teams and assign and review work of the other agents. They may also handle the more difficult negotiations and relocations as time allows. Their relocation and appraisal reviewers in headquarters are also in this classification.

2. Oregon does not have separate classifications for appraisers. Their right-of-way agents are generalists who prepare appraisals and handle negotiations and relocations. If an agent has a particular strength in one or more of these areas, they may tend to have more assignments in that discipline.

3. Oregon does have a separate classification for managers of their right-of-way sections. Their Right-of-Way Managers fall into three different classifications depending on level of responsibility. These classifications are:
   - Principle Executive Manager G – Right-of-Way Manager
   - Principle Executive Manager E – Field Operations Manager, Headquarters Operations Manager, and Region I (Portland) Right-of-Way Supervisor
   - Principle Executive Manager D – Four region supervisors and Headquarters discipline managers (appraisal, property management, right-of-way engineering, closing and title)

4. All pay ranges are monthly salaries with the Agent series (represented) being overtime eligible.
   - Right-of-Way Agent Entry - $2,475 – $3,550
   - Right-of-Way Agent I - $3,003 – $4,310
   - Right-of-Way Agent II - $3,486 – $4,991
   - PEM D - $3,720 – $5,486
   - PEM E - $4,099 – $6,048
   - PEM G - $5,229 – $7,703

**SOUTH DAKOTA**

South Dakota uses the same two classifications for it negotiators and appraisers – Right-of-Way Specialist (ROWS) and Senior Right-of-Way Specialist...an agent advances from ROWS to Sr. ROWS when he/she becomes proficient at two out of the four processes (acquisition, relocation, appraisal and review appraisal).

Salaries for ROWS generally fall within a range of $25,330 - $31,660....salaries for Sr. ROWS at $30,991 - $38,739

For the positions of Right-of-Way Supervisor, the salaries are within the range of $34,450 - $43,121.
TENNESSEE

1. & 4. Right-of-Way Agent 1 - $1820 to $2865 per month
   Right-of-Way Agent 2 - $2061 to $3308
   Right-of-Way Agent 3 - $2335 to $3732
   Right-of-Way Agent 4 - $2779 to $4390

2. & 4. Right-of-Way Appraiser 1 - $2150 to $3445 per month
   Right-of-Way Appraiser 2 - $2545 to $4021
   Right-of-Way Appraiser 3 - $2890 to $4589
   Right-of-Way Appraiser 4 - $3123 to $5011

3. In our four regional offices, a Right-of-Way Agent 4 is over the negotiation and relocation sections and the Right-of-Way Appraiser 4 is over the appraisal section. In headquarters, we have a Transportation Manager over each section, $3567 to $5719 per month.

TEXAS

1. Texas does have more than one classification for right-of-way agents who work in negotiations, relocations and replacement housing. Texas has an entire right-of-way agent job family with levels I thru V. These classifications and their monthly base pay ranges are:
   Right-of-Way Agent I - $2,036 - $2,892
   Right-of-Way Agent II - $2,295 - $3,259
   Right-of-Way Agent III - $2,589 - $3,676
   Right-of-Way Agent IV - $2,925 - $4,447
   Right-of-Way Agent V - $3,309 - $5,030

2. Texas does have more than one classification for appraisers. Texas has a family for Right-of-Way Appraisers with Levels I thru IV. These classifications and their monthly base pay ranges are:
   Right-of-Way Appraiser I - $2,161 - $3,069
   Right-of-Way Appraiser II - $2,436 - $3,459
   Right-of-Way Appraiser III - $2,749 - $3,903
   Right-of-Way Appraiser IV - $2,925 - $4,447
   Right-of-Way Appraiser V - $3,111 - $4,728
   Right-of-Way Appraiser VI - $3,518 - $5,348

3. Texas does have a separate classification for managers of their Right-of-Way sections. Texas has a decentralized organization with operations handled by 25 district offices. The District Right-of-Way Administrator manages the acquisition operations for a District. They have a District Right-of-Way Administrator job family with Levels I thru VI.
4. These classifications and monthly base pay ranges for the District Right-of-Way Administrator job family are:

- District Right-of-Way Administrator I - $3,518 - $5,348
- District Right-of-Way Administrator II - $3,985 - $6,425
- District Right-of-Way Administrator III - $4,522 - $7,290
- District Right-of-Way Administrator IV - $4,818 - $7,538
- District Right-of-Way Administrator V - $5,446 - $8,105
- District Right-of-Way Administrator VI - $5,446 - $8,442

**VIRGINIA**

The staff of Virginia’s Right-of-Way Division are classified and compensated as follows:

**Pay Band 3 - $20,915 - $42,925 Statewide Maximum ($55,803 maximum for the Northern Virginia Area)**

Classification: Land Acquisition and Property Management Agent I

Duties: Includes routine work with a diversity of assignments to learn all assigned program areas to become fully proficient; applies knowledge of methods and procedures related to property acquisition, real estate, appraisal, negotiation, legal, and relocation. This classification is for entry level positions and could possibly be used for technical positions.

**Pay Band 4 - $27,323 - $56,076 Statewide Maximum ($72,899 maximum for the Northern Virginia Area)**

Classification: Land Acquisition and Property Management Agent II

Duties: Assignments have some diversity and may range from routine to advanced difficulty and may include planning and/or coordinating or supervising the work of others; applies knowledge of property acquisition and real estate principles and law, condemnation law, assessment and taxation law, appraisal techniques for public and private properties. This classification is used for all functional areas of right-of-way. Salary is dependent on performance and experience/education.

**Pay Band 5 - $35,695 - $73,258 Statewide Maximum ($95,235 maximum for the Northern Virginia Area)**

Classification: Land Acquisition and Property Management Agent III

Duties: Considerable to unusual complexity of assignments; applies knowledge of principles, practices, techniques and laws related to specialty areas of complex or litigated decisions, real estate, property appraisal, contracts, leases, or other right-of-way activities. This classification incorporates: Right-of-Way Project Managers, Assistant District Managers (they have nine districts throughout the Commonwealth) and Assistant Program Managers in the Central Office.

Classification: Land Acquisition and Property Manager I

Duties: Management assignments range from managing a complex project to managing programs; applies knowledge of principles, practices, rules, regulations and laws related to the management of the area of work. This classification is utilized for the Program
Managers in the Central Office who are accountable for their particular program. Some duties include the development of policies and procedures, interpretation of laws, training for staff statewide and involvement in the most complex issues.

**Pay Band 6 - $46,633 - $95,705 Statewide Maximum ($124,417 maximum for the Northern Virginia Area)**

Classification: Land Acquisition and Property Manager II  
Duties: Directs multiple, regional, or statewide programs; applies knowledge of state and federal laws and litigation management of the multiple and varied programs managed. This classification is utilized for the Right-of-Way and Utilities District Managers.

In 2000, the Code of Virginia required that appraisers who appraise for the Commissioner have to be licensed. Compensation for this requirement was recently approved and appraisers throughout Virginia were awarded increases from 0 to 10 percent on base pay. Amounts of the increases were dependent on the District Administrators and in the Central Office, on the Division Administrator.

**WASHINGTON**

1. Washington does have more than one classification for right-of-way agents who work in negotiations, relocations and replacement housing. These classifications are:
   - Right-of-Way Agent I
   - Right-of-Way Agent II
   - Right-of-Way Agent III
   - Right-of-Way Agent IV

2. Washington’s appraisers are classified as Right-of-Way Agents.

3. Washington does have a separate classification for managers of their Right-of-Way sections. Their managers are classified in a system called “Washington Management Service.”

4. The pay ranges for these classifications are:
   - Right-of-Way Agent I - $2,354 - $2,984 per month
   - Right-of-Way Agent II - $2,984 - $3,818 per month
   - Right-of-Way Agent III - $3,637 - $4,653 per month
   - Right-of-Way Agent IV - $3,818 - $4,888 per month
   - WMS Band 2 - $5,039 - $6,322 per month – Region Managers and Functional Managers
   - WMS Band 3 - $6,015 - $7,413 per month – Deputy Director
   - WMS Band 4 - $6,513 to $7,948 per month -- Director