

PUBLIC MEETING OF THE NEBRASKA REAL PROPERTY APPRAISER BOARD
Thursday, April 16, 2026, 9:00 a.m.
Nebraska Real Property Appraiser Board Office, First Floor, Nebraska State Office Building
301 Centennial Mall South, Lincoln, Nebraska

AGENDA

A. Opening 9:00 a.m.

B. Notice of Meeting (Adopt Agenda)

The Nebraska Real Property Appraiser Board will meet in executive session for the purpose of reviewing applicants for credentialing; applicants for appraisal management company registration; investigations; pending litigation, or litigation that is imminent as evidenced by communication of a claim or threat of litigation; and employee performance evaluation. The Board will exit executive session at 9:30 a.m. If needed, the Board will re-enter executive session at the conclusion of the public agenda items discussion to complete review of the above-mentioned items. The Board will not take action on agenda items C, D, E, and F until executive session is completed.

C. Credentialing as a Nebraska Real Property Appraiser

1. New Applicants for Certified General Credential through Education, Experience, and Examination
 - a. CG26001..... 2-5
 - b. CG26005..... 7-12

D. Registration as an Appraisal Management Company

1. Applicants for Renewal of Appraisal Management Company Registration
 - a. NE2012075..... 2-4

E. Compliance Matters..... 1

1. Post-Board Action Matters
 - a. 25-01

F. Other Executive Session Items

1. Personnel

G. Welcome and Chair’s Remarks (Public Agenda 9:30 a.m.)

H. Board Meeting Minutes

1. Approval of March 19, 2026 Meeting Minutes..... 1-14

I. Director’s Report

1. Real Property Appraiser and AMC Counts and Trends
 - a. Real Property Appraiser Report..... 1-4
 - b. Temporary Real Property Appraiser Report..... 5
 - c. Supervisory Real Property Appraiser Report..... 6
 - d. Appraisal Management Company Report..... 7
2. Director Approval of Applicants
 - a. Real Property Appraiser Report..... 8
 - b. Education Activity and Instructor(s) Report..... 9-10
3. 2025-26 NRPAB Goals and Objectives + SWOT Analysis..... 11-12

J. Financial Report and Considerations

1. March Financial Report
 - a. Agency Budget Status Report 1-3
 - b. Appraiser Program Budget Status Report 4-6
 - c. AMC Program Budget Status Report 7-9
 - d. MTD General Ledger Detail Report 10-14
 - e. Financial Charts 15-18
2. ASC SARAS Grant Report
 - a. Budget Status Report 19
 - b. MTD General Ledger Detail Report 20
3. FY 2025-26 Budget Amendment
 - a. HP OfficeJet Pro 9125e Wireless All-in-One Color Inkjet Printer for New Director's Office 21-34
4. Per Diems

K. General Public Comments

L. Education

M. Unfinished Business

1. 500 South 16th Street DOL Building Relocation 1-11

N. New Business

1. Promoting Access to Mortgage Credit Executive Order_March 13, 2026 1-7

O. Legislative Report and Business

1. 109th Legislature (2nd Regular Session) Bills of NRPAB Interest 1-13
2. Proposed changes to Title 298 of the Administrative Code
3. Other Legislative Matters

P. Administrative Business

1. Guidance Documents
2. Internal Procedural Documents
3. Forms, Applications, and Procedures

Q. Other Business

1. Board Meetings
2. Conferences/Education
3. Memos from the Board
4. Quarterly Newsletter
5. Appraisal Subcommittee
 - a. ASC December 10, 2025 Meeting Minutes 1-10
6. The Appraisal Foundation
 - a. TAF April Newsletter 11-14
 - b. AQB National Uniform Licensing and Certification Examinations Job Analysis Technical Report 15-105
7. Association of Appraiser Regulatory Officials
8. Government-Sponsored Enterprises
 - a. Fannie Mae
 - i. Fannie Mae Appraisal Update_March 2026 106-110
 - b. Freddie Mac
 - i. GSE Appraiser Capacity_March 2026 111-113
9. In the News

R. Adjourn

**NEBRASKA REAL PROPERTY APPRAISER BOARD
NRPAB OFFICE MEETING ROOM, FIRST FLOOR
NEBRASKA STATE OFFICE BUILDING
301 CENTENNIAL MALL SOUTH, LINCOLN, NE**

March 19, 2026 Meeting Minutes

A. OPENING

Chairperson Hermsen called to order the March 19, 2026 meeting of the Nebraska Real Property Appraiser Board at 9:00 a.m. by virtual conferencing in the Nebraska Real Property Appraiser Board meeting room located on the first floor of the Nebraska State Office Building, 301 Centennial Mall South, Lincoln, Nebraska.

B. NOTICE OF MEETING

Chairperson Hermsen announced the notice of the meeting was duly given, posted, published, and tendered in compliance with the Open Meetings Act, and all board members received notice simultaneously by email. Publication of official notice of the meeting appeared on the State of Nebraska Public Calendar found at www.nebraska.gov on March 12, 2026. The agenda was kept current in the Nebraska Real Property Appraiser Board office and on the Board's website. In accordance with the Open Meetings Act, at least one copy of all reproducible written material for this meeting, either in paper or electronic form, was available for examination and copying by members of the public. The material in paper form was available on the table in a public folder, and the material in electronic form was available on the Board's website in Public Meeting Material (https://appraiser.ne.gov/board_meetings/). A copy of the Open Meetings Act was available for the duration of the meeting. For the record, Board Members Kevin Hermsen of Gretna, Nebraska; Rodney Johnson of Norfolk, Nebraska; Derek Minshull of North Platte, Nebraska; Adam Batie of Kearney, Nebraska; and Lori Johnson of Lincoln, Nebraska were present. Also present were Director Tyler Kohtz, Licensing Programs Manager Karen Loll, Education Program Manager Kashinda Sims, and Business Programs Manager Colby Falls, who are headquartered in Lincoln, Nebraska.

ADOPTION OF THE AGENDA

Chairperson Hermsen reminded those present for the meeting that the agenda cannot be altered twenty-four hours prior to the meeting except for emergency items in accordance with the Open Meetings Act. Board Member Batie moved to adopt the agenda as presented. Board Member Minshull seconded the motion. The motion carried with R. Johnson, Minshull, Batie, L. Johnson, and Hermsen voting aye.

Board Member R. Johnson moved that the Board enter executive session for the purpose of reviewing applicants for credentialing; applications for appraisal management company registration; investigations; pending litigation, or litigation which is imminent as evidenced by communication of claim or threat of litigation; and employee performance evaluation. A closed session is clearly necessary to prevent needless injury to the reputation of those involved. Board Member Batie seconded the motion. The time on the meeting clock was 9:03 a.m. The motion carried with R. Johnson, Minshull, Batie, L. Johnson, and Hermsen voting aye.

Board Member R. Johnson moved to exit executive session at 9:38 a.m. Board Member Minshull seconded the motion. The motion carried with R. Johnson, Minshull, Batie, L. Johnson, and Hermsen voting aye.

Break from 9:38 a.m. to 9:45 a.m.

G. WELCOME AND CHAIR'S REMARKS

Chairperson Hermsen welcomed all to the March 19, 2026 meeting of the Nebraska Real Property Appraiser Board. Hermsen acknowledged Chandra Mast, David Bloxham, JoAnn Apostol, Roger Morrissey, and Jamie Illingworth as members of the public in attendance.

H. BOARD MEETING MINUTES

1. APPROVAL OF FEBRUARY 19, 2026 MEETING MINUTES

Chairperson Hermsen asked for any additions or corrections to the February 19, 2026 regular meeting minutes. With no discussion, Chairperson Hermsen called for a motion. Board Member Minshull moved to approve the February 19, 2026 regular meeting minutes as presented. Board Member Batie seconded the motion. Chairperson Hermsen recognized the motion and asked for any discussion. With no discussion, Chairperson Hermsen called for a vote. The motion carried with R. Johnson, Minshull, Batie, L. Johnson, and Hermsen voting aye.

I. DIRECTOR'S REPORT

1. REAL PROPERTY APPRAISER AND AMC COUNTS AND TRENDS

a. Real Property Appraiser Report

Director Kohtz presented seven charts outlining the number of real property appraisers as of March 19, 2026 to the Board for review. The Director reported that trends remain stable and indicated that he had no specific comments. Director Kohtz then asked for any questions or comments. There was no further discussion.

b. Temporary Real Property Appraiser Report

Director Kohtz presented three charts outlining the number of temporary credentials issued as of February 28, 2026 to the Board for review. The Director noted that the number of temporary credentials issued was lower than average over the past two months, but as of March 18, 2026 there have been nine temporary credentials issued, so the numbers appear to be rebounding. Director Kohtz then asked for any questions or comments. There was no further discussion.

c. Supervisory Real Property Appraiser Report

Director Kohtz presented two charts outlining the number of registered supervisory real property appraisers as of March 19, 2026 to the Board for review. The Director reported that trends remain stable and indicated that he had no specific comments. Director Kohtz then asked for any questions or comments. There was no further discussion.

d. Appraisal Management Company Report

Director Kohtz presented two charts outlining the number of AMCs as of March 19, 2026 to the Board for review. The Director reported that trends remain stable and indicated that he had no specific comments. Director Kohtz then asked for any questions or comments. There was no further discussion.

2. DIRECTOR APPROVAL OF APPLICANTS

a. Real Property Appraiser Report

Director Kohtz presented the Real Property Appraiser Report to the Board for review, showing real property appraiser applicants approved for credentialing by the Director for the period between February 11, 2026 and March 10, 2026. The Director indicated that he had no specific comments and asked for any questions or comments. There was no further discussion.

b. Appraisal Management Company Report

Director Kohtz presented the Appraisal Management Company Report to the Board for review, showing appraisal management company approved applicants for registration by the Director for the period between February 11, 2026 and March 10, 2026. The Director indicated that he had no specific comments and asked for any questions or comments. There was no further discussion.

c. Education Activity and Instructors Report

Director Kohtz presented the Education Activities and Instructors Report to the Board for review, showing education activities and instructors approved by the Director for the period between February 11, 2026 and March 10, 2026. The Director asked for any questions or comments. There was no further discussion.

3. 2025-26 NRPAB GOALS AND OBJECTIVES + SWOT ANALYSIS

Director Kohtz presented the 2025-26 NRPAB Goals and Objectives and SWOT Analysis to the Board for review. The Director brought attention to the goal to Utilize SARAS Grant for development and implementation of online real property appraiser reciprocity application and NRPAB Database interface, and development and of online education applications and NRPAB Database interface under the Administration section, and reported that the development of the online real property appraiser reciprocity application and NRPAB Database interface was completed and moved to production on March 10, 2026.

J. FINANCIAL REPORT AND CONSIDERATIONS

1. FEBRUARY FINANCIAL REPORT

The receipts and expenditures for February were presented to the Board for review in the Budget Status Report. The Director brought attention to the “Postage Expense” in the amount of \$336.20 and informed the Board that this expenditure includes the real property appraiser non-renewal notices sent after January 1, 2026. Director Kohtz noted that this will be the last time written letters are sent, as an automated email will be sent in the future.

(Continued on page 4)

(Continued from page 3)

The Director then moved to the “CIO Charges” expense in the amount of \$3,631.57 and informed the Board that this expenditure is significantly higher than normal as it includes the December and January CIO IMS billings due to billing issues that needed to be resolved before payment could be made. Finally, Director Kohtz guided the Board to the “Publication & Print Expense” in the amount of \$720.13 and reported that this expenditure includes the October through December copy services billing. The Director then reported that the overall expenditures for the month of February were \$34,956.10, and the year-to-date overall expenditures for the fiscal year are \$298,819.22, which amounts to 59.08 percent of the budgeted expenditures for the fiscal year; 66.58 percent of the fiscal year has elapsed.

Director Kohtz then brought the Board’s attention to revenues and reported that he had no comments on any specific revenues for the month. The Director then reported that the overall revenues for the month of February totaled \$19,800.84, and year-to-date revenues for the fiscal year are \$340,854.70, which amounts to 88 percent of the projected revenues for the fiscal year. The Director reiterated that 66.58 percent of the fiscal year has passed.

Director Kohtz continued to the Budget Status Report for the Real Property Appraiser Fund and AMC Fund and reported that the Real Property Appraiser Fund expenditures for the month of February totaled \$23,254.61, and the year-to-date expenditures for the fiscal year are \$199,708.36, which amounts to 57.79 percent of the budgeted expenditures for the fiscal year. The Real Property Appraiser Fund revenues were \$8,324.38 for February, and the year-to-date revenues for the fiscal year are \$242,247.30, which amounts to 94 percent of the projected revenues for the fiscal year. Director Kohtz then reported that AMC Fund expenditures for the month of February totaled \$11,701.49, and the year-to-date expenditures for the fiscal year are \$99,110.86, which is 61.84 percent of the budgeted expenditures. The AMC Fund revenues totaled \$11,476.46 for February, and the year-to-date revenues for the fiscal year are \$98,607.40, which amounts to 77 percent of the projected revenues for the fiscal year. The Director asked if there were any questions or comments regarding the Budget Status Report. Chairperson Hermsen questioned why the year-to-date revenues reported by the Director do not match the report’s figures. Director Kohtz informed the Board that the Budget Status Report includes the Appraiser Fund and AMC Fund cash balance transfers to the State General Fund and not the actual year-to-date revenues. The Chairperson thanked the Director for the explanation. There was no further discussion.

Director Kohtz presented the MTD General Ledger Detail report for the month of February and reported that batches #8118883 and #8141130, with the Payee/Explanation “AS – OCIO - IMSERVICES” found on page J.12, are payments for both the December and January OCIO IMS bills as described during review of the February Budget Status Report. The Director then reported that batch #8110282, with the Payee/Explanation “COPY SERVICES OCT-DEC 2025” found on page J.13, was the payment for the October through December copy services billing. Director Kohtz asked for any questions or comments. There was no further discussion.

Director Kohtz presented four graphs illustrating expenses, revenues, and cash balances. The Director noted overall expenditures of \$34,956.10 and revenues of \$19,800.84 for the month of February for the Real Property Appraiser Program, which includes both the Appraiser Fund and the AMC Fund. Director Kohtz then brought the Board's attention to the NRPAB Twenty-Five Month Expenses/Revenues by Program graph and reiterated that Real Property Appraiser Fund expenditures totaled \$23,254.61, Real Property Appraiser Fund revenues totaled \$8,324.38, AMC Fund expenditures totaled \$11,701.49, and AMC Fund revenues totaled \$11,476.46 for February. The Director finished by reporting that the cash balance for the AMC Fund is \$198,438.93, the cash balance for the Appraiser Fund is \$256,332.68, and the overall cash balance for both funds is \$454,771.61. Director Kohtz informed the Board that, as things stand, the AMC Fund balance will be reduced by another \$100,000.00 during this fiscal year, which would place the current balance at \$98,438.93.

Chairperson Hermsen asked for a motion on the February financial reports. Board Member L. Johnson moved to file the February financial reports for audit. Board Member Batie seconded the motion. Chairperson Hermsen recognized the motion and asked for any discussion. With no discussion, Chairperson Hermsen called for a vote. The motion carried with R. Johnson, Minshull, Batie, L. Johnson, and Hermsen voting aye.

2. 2025-27 MID-BIENNIUM BUDGET ADJUSTMENT UPDATE

Director Kohtz informed the Board that the Department of Administrative Services indicated that the projected increase to the agency health insurance costs for FY2026-27 is now 6% rather than the previously projected 18.5%; as such, the amount approved by the Appropriations Committee for FY2026-27 was reduced to \$4,282.00 from the previously approved \$12,876.00. Director Kohtz asked for any questions or comments. There was no further discussion.

3. ASC SARAS GRANT REPORT

Director Kohtz presented the Budget Status Report for the SARAS Grant Fund to the Board for review and reported that the SARAS Grant Fund expenditures for the month of February totaled \$4,854.00, and the year-to-date expenditures for the fiscal year are \$58,162.08, which amounts to 47.48 percent of the budgeted expenditures for the fiscal year. Director Kohtz informed the Board that work on the online education applications and NRPAB Database Interface project is ramping up and that the expenditures will increase rapidly while the initial coding is done by OCIO. Director Kohtz asked for any questions or comments. There was no further discussion.

Director Kohtz presented the General Ledger Detail Report for the SARAS Grant Fund. The Director indicated that he had no specific comments and asked for any questions or comments. There was no further discussion.

Chairperson Hermsen asked for a motion on the February SARAS Grant Fund financial reports. Board Member Batie moved to file the February SARAS Grant Fund financial reports for audit. Board Member Minshull seconded the motion. Chairperson Hermsen recognized the motion and asked for any discussion. With no discussion, Chairperson Hermsen called for a vote. The motion carried with R. Johnson, Minshull, Batie, L. Johnson, and Hermsen voting aye.

4. PER DIEMS: No discussion.

K. GENERAL PUBLIC COMMENTS

Chairperson Hermsen asked for any public comments. Chandra Mast with Red Rose Appraisals appeared before the Board. Mast informed the Board that the two new continuing education activity applications on today's agenda are a necessity for appraisers to understand the growing integration of A.I. in real estate appraisal. Mast provided background information on the two education activities and the importance of A.I. in the appraiser profession. Board Member R. Johnson asked what key practices the courses would cover. Mast indicated both courses would discuss the confidentiality of appraisals while using a third-party A.I. Board Member Batie asked if there was a specific A.I. tool that the courses would cover. Mast informed the Board that the courses would be educating appraisers on how to use the current top three A.I. tools, such as ChatGPT, Gemini, and Claude. Chairperson Hermsen thanked Mast for the information.

David Bloxham with Rocky Mountain Appraiser Association appeared before the Board. Bloxham stated that it would be beneficial for appraisers to get ahead of the growing A.I. technology use in appraisals by teaching proper ethics and confidentiality. Bloxham then moved on to the Board's requirement that all Valuation Bias and Fair Housing Laws and Regulations Courses be AQB CAP approved. Bloxham explained that as a small education provider, this requirement places a significant burden on them, as obtaining AQB CAP approval costs thousands of dollars and involves significant work. Bloxham requested that the Board consider amending its regulations to remove the requirement that the Valuation Bias and Fair Housing Laws and Regulations Courses be AQB CAP approved. Chairperson Hermsen thanked Bloxham for the information and his time.

JoAnn Apostol with Rocky Mountain Appraiser Association appeared before the Board. Apostol reiterated the points made by David Bloxham and mentioned that AQB CAP approval for the Valuation Bias and Fair Housing Courses is not a requirement in the Real Property Appraiser Qualifications Criteria. Apostol also indicated that many states do not require AQB CAP approval for education courses. Apostol opined that entering into the profession and maintaining a credential is more costly due to education being required to be AQB CAP approved. Apostol finished by requesting that the Board reconsider requiring AQB CAP approval for education activities. Chairperson Hermsen thanked Apostol for bringing her concerns to the Board's attention.

L. EDUCATION

Director Kohtz requested that 2263406.88 be discussed after 2263408.88 as the Board's decision for 2263408.88 would set precedent for 2263406.88. Chairperson Hermsen asked that discussion begin with 2263408.88.

2. 2263408.88: ROCKY MOUNTAIN APPRAISERS ASSOCIATION – “ADVANCED ARTIFICIAL INTELLIGENCE AND ITS APPLICATIONS IN REAL ESTATE”

EPM Sims presented an Agenda Item Summary to the Board concerning an Application for Approval as a Continuing Education Activity in Nebraska for the RMAA synchronous activity titled, “Advanced Artificial Intelligence and its Applications in Real Estate” (Activity #2263408.88). EPM Sims provided background information regarding the application and informed the Board that the deficiency regarding staff's inability to provide an adequate review of the student and instructor material was resolved; however, it is unclear if the continuing education activity contributes to a credential holder's development of real property appraiser-related skill, knowledge, and competency in any one or more of the subjects identified in accordance with 298 NAC Chapter 6, § 003.01A, or whether the primary purpose is training in the use of a specific software that improves competency in real property appraisal practice in accordance with 298 NAC Chapter 6, § 003.01D. Board Member R. Johnson brought attention to the rate at which A.I. is being incorporated into appraisal practice and expressed support for any education activity that educates appraisers on its use. Board Member Batie agreed with Board Member R. Johnson. Director Kohtz brought attention to the student and instructor materials presented to the Board and asked if the Board understands this material to improve competency in real property appraisal practice rather than teaching how to use A.I. Chairperson Hermsen indicated that the materials are presented from a real estate perspective, so it is his opinion that it does meet this requirement. The Board agreed with Chairperson Hermsen. Public Member Roger Morrissey requested permission to address the Board. Chairperson Hermsen granted Morrissey permission. Morrissey reiterated the importance of A.I. education for real property appraisers. According to Morrissey, there are not a lot of options available now and any education activities that address A.I. improve real property appraiser knowledge on the subject. Director Kohtz then asked the Board to identify how the continuing education activity contributes to a credential holder's development of real property appraiser related skill, knowledge, and competency. The Board agreed that the activity materials contribute to a credential holder's development of real property appraiser related skill, knowledge, and competency in real property appraisal practice, valuation methodology and/or techniques, communication, ethics, and real property appraisal-related computer applications. Chairperson Hermsen asked if there was any additional discussion. With none, Chairperson Hermsen called for a motion. Board Member R. Johnson moved to approve education activity “Advanced Artificial Intelligence and its Applications in Real Estate” (#2263408.88). Board Member L. Johnson seconded the motion. Chairperson Hermsen recognized the motion and called for a vote. The motion carried with R. Johnson, Minshull, Batie, L. Johnson, and Hermsen voting aye.

1. 2263406.88: ROCKY MOUNTAIN APPRAISERS ASSOCIATION – “WORKSHOP: FUNDAMENTALS OF A.I. FOR REAL ESTATE APPRAISALS”

EPM Sims presented an Agenda Item Summary to the Board concerning an Application for Approval as a Continuing Education Activity in Nebraska for the RMAA classroom activity titled, “Workshop: Fundamentals of A.I. for Real Estate Appraisals” (Activity #2263406.88). EPM Sims informed the Board that upon review, slides 9, 14-16, 21-28, 38, 42, 57, 105, 108, 109, 113, and 118, are not clear enough for proper evaluation; therefore, staff was unable to conclude whether the education activity contributes to a credential holder's development of real property appraiser-related skill, knowledge, and competency under 298 NAC Chapter 6, § 003.01A; whether the primary purpose is training in the use of a specific software that improves competency in real property appraisal practice in accordance with 298 NAC Chapter 6, § 003.01D; and whether the activity meets the learning objectives as submitted under 298 NAC Chapter 6, § 003.02A.2d. Public member JoAnn Apostol with Rocky Mountain Appraiser Association requested permission to address the Board. Chairperson Hermsen granted permission. Apostol informed the Board that the issue was due to the file being too large to submit to the Board. According to Apostol, no other options for submission were provided. Chairperson Hermsen asked Director Kohtz if there are other means for submitting documents with a large file size. The Director responded that files may be uploaded to the State of Nebraska ShareFile or submitted by a jump drive. Chairperson Hermsen asked for any additional discussion. With none, Chairperson Hermsen asked for a motion. Board Member Minshull moved to authorize Director to approve education activity upon receipt of student and instructor documentation evidencing that the requirements under 298 NAC Chapter 6, § 003.02A.2e are met. Board Member Batie seconded the motion. Chairperson Hermsen recognized the motion and called for a vote. The motion carried with R. Johnson, Minshull, Batie, L. Johnson, and Hermsen voting aye.

Board Member Minshull exited the meeting at 10:45 a.m.

M. UNFINISHED BUSINESS

1. 500 SOUTH 16TH STREET DOL BUILDING RELOCATION

Director Kohtz brought attention to the Board’s relocation to 500 South 16th Street and informed the Board that he had no update. There was no further discussion.

N. NEW BUSINESS: No discussion.

O. LEGISLATIVE REPORT AND BUSINESS

1. 109TH LEGISLATURE (2ND REGULAR SESSION) BILLS OF NRPAB INTEREST

Director Kohtz presented the third legislative report for the current session to the Board for review. The Director informed the Board that he would provide a summary for bills in the legislative report that have had movement since the Board’s last meeting, and asked Board members to let him know if any discussion is needed on any bills. The following bills were discussed:

LB634 – The Director reported that LB634 is an Executive Board priority bill, which would adopt the Legislative Sunset Review Act and eliminate the Legislature's Planning Committee. Director Kohtz informed the Board that MO451-MO457 are various floor motions on February 20, 2026 that include recommitting this bill to the Executive Committee, indefinitely postponing, or bracketing until April 17, 2026.

LB878 – The Director reported that LB878 would require paid maternity leave for state employees, and informed the Board that this bill has advanced to Select File with AM2715 adopted; FA462 was withdrawn.

LB1048 – The Director reported that LB1048, which would change and eliminate reporting requirements for certain government agencies and preparation of the state executive budget, and eliminate the Small Business Advisory Council, the Suggestion Award Board, and the state employee suggestion system, has been placed on General File with AM1957. According to Director Kohtz, AM1957 strikes original Section 23, moves 'and' from line 11 to lines 14-15 on page 38, and on page 47, strikes the new matter in lines 29 through 31 and adds language pertaining to inmate and parolee reporting requirements for the Department of Corrections.

LB1071 – The Director reported that LB1071 provides, changes, and eliminates provisions related to appropriations for the expenses of Nebraska State Government for the biennium ending June 30, 2027. Director Kohtz informed the Board that this bill has been placed on Select File with ER143.

LB1072 – The Director reported that LB1072 provides for and change transfers from the Cash Reserve Fund and provides, changes, and eliminates provisions relating to fees, funds, fund transfers, agency powers and duties, and various statutory programs. Director Kohtz informed the Board that this bill was placed on Select File with ER146. AM2165 includes a \$100,000.00 cash fund transfer out of the Appraisal Management Company Fund.

Chairperson Hermsen thanked Director Kohtz for the updates and hard work. There was no further discussion.

2. PROPOSED CHANGES TO TITLE 298 OF THE ADMINISTRATIVE CODE

Director Kohtz informed the Board that the adopted changes to Title 298 of the Nebraska Administrative Code are still under the Governor's Policy and Research Office review. There was no further discussion.

3. OTHER LEGISLATIVE MATTERS: No discussion.

P. ADMINISTRATIVE BUSINESS

1. GUIDANCE DOCUMENTS

a. 26-01: Consideration of Disciplinary Action Imposed Against an Appraisal Management Company by Another Appraiser Regulatory Agency

The Director presented Guidance Document 26-01 titled, “Consideration of Disciplinary Action Imposed Against an Appraisal Management Company by Another Appraiser Regulatory Agency” to the Board for consideration. Director Kohtz proceeded to provide background information supporting the proposed guidance and informed the Board that the appraisal management company (“AMC”) renewal laws and regulations of an appraiser regulatory agency in another jurisdiction (“Subject Appraiser Regulatory Agency”) require that AMC registrations be issued for a two-year period. However, the laws and regulations also require that an AMC pay the ASC AMC Registry Fee annually. This places an undue burden on the AMC to pay the AMC Registry Fee at the end of the first year of the two-year registration period. It is the practice of the Subject Appraiser Regulatory Agency to take disciplinary action against any AMC that fails to timely submit the AMC annual report and pay the AMC Registry Fee. The Subject Appraiser Regulatory Agency also reports this disciplinary action to the Appraisal Subcommittee as required in ASC Policy Statement #9 but may not be adequately informing the AMC of the disciplinary action taken against it. The Director then introduced the proposed guidance and indicated that due to the unjust burden placed on an AMC, or an applicant for registration, to accurately report such action, and the impediment to the Board’s ability to carry out its mission, the Board will no longer recognize any action taken by any appraiser regulatory agency, with or without suspension or revocation, as disciplinary action, if such action has been verified by the Director to involve an appraiser regulatory agency’s isolated administrative responsibilities including, but not limited to, late payment of fees, failure to timely renew a registration, or failure to notify a regulatory office of a change in contact information; and such action is deemed by the Director to have no harm on the public, to not be violation of applicable ethics or appraisal-related laws, regulations, or orders, and has no effect on an AMC’s ability to provide appraisal management services in Nebraska. Director Kohtz stated that the Appraisal Subcommittee has reviewed the proposed guidance document and found no conflict with federal language or requirements. Chairperson Hermsen asked for any discussion. With no discussion, Chairperson Hermsen asked for a motion. Board Member L. Johnson moved to approve Guidance Document 26-01 as presented. Board Member R. Johnson seconded the motion. Chairperson Hermsen recognized the motion and asked for any discussion. With no discussion, Chairperson Hermsen called for a vote. The motion carried with R. Johnson, Batie, L. Johnson, and Hermsen voting aye.

Q. OTHER BUSINESS

1. BOARD MEETINGS

a. 2026 Strategic Planning Meeting

Director Kohtz informed the Board that a date needs to be set for the 2026 strategic planning meeting and requested discussion. The Director reminded the Board that typically, the meeting is set in June around the regular monthly board meeting, which is on Thursday, June 18, 2026. Director Kohtz also informed the Board that the office is closed on Friday, June 19, 2026 in observance of a federal holiday. A discussion took place regarding the date and by what method to hold the strategic planning meeting. The Board agreed that the meeting shall be held on June 16, 2026 at 9:00 a.m. by virtual conferencing. Chairperson Hermsen asked for a motion. Board Member R. Johnson moved to set the 2026 Strategic Planning Meeting for June 16, 2026 at 9:00 a.m. by virtual conferencing. Board Member Batie seconded the motion. Chairperson Hermsen recognized the motion and called for a vote. The motion carried with R. Johnson, Batie, L. Johnson, and Hermsen voting aye. Chairperson Hermsen asked Director Kohtz to notify Board Member Minshull and report back if Board Member Minshull had any conflicts with the date, time, or method of the strategic planning meeting. Director Kohtz acknowledged Chairperson Hermsen's request.

b. Marriot Cornhusker Direct Bill Status

Director Kohtz informed the Board that the Cornhusker Marriott no longer accepts direct billing and staff has been working with the Hampton Inn Downtown to set up a direct billing account. Moving forward, rooms booked by the agency for board members in overnight travel status be at the Hampton Inn. The Director asked for any questions or comments. There was no further discussion.

2. CONFERENCES/EDUCATION: No discussion.

3. MEMOS FROM THE BOARD: No discussion.

4. QUARTERLY NEWSLETTER: No discussion.

5. APPRAISAL SUBCOMMITTEE: No discussion.

6. THE APPRAISAL FOUNDATION

a. TAF February Newsletter

Director Kohtz presented The Appraisal Foundation's February Newsletter to the Board for review and reported that he had no specific comments. The Director asked for any questions or comments. There was no further discussion.

b. Second Exposure Draft – Proposed New Advisory Opinion 41, Use of Technology in an Appraisal or Appraisal Review Assignment_March 12, 2026

Director Kohtz presented The Appraisal Foundation’s second exposure draft titled “Proposed New Advisory Opinion 41, Use of Technology in an Appraisal or Appraisal Review Assignment” to the Board for review and reported that key areas of refinement include clarification of the terms “Intentionally” and “Understanding”; clarifying the use of the term “Tool”; clarifying “Artificial Intelligence Terminology”; and clarifying “Expectations Regarding Professional Judgment.” Additional targeted edits include spelling out “AVM” as Automated Valuation Model for clarity; explicitly referencing the intended use of assignment results; clarifying language in Question and Answer 5 to align with the refined discussion of “Tool” as a source versus instrument. Director Kohtz informed the Board that, according to TAF, none of the edits fundamentally change the guidance. The Director finished by indicating that the changes are highlighted in gray in the second exposure draft beginning on page Q.12. The Director asked for any questions or comments. Chairperson Hermsen commented that it is always interesting to see how these drafts progress. Director Kohtz agreed. There was no further discussion.

c. ASB Public Meeting: April 23, 2026 - Virtual

Director Kohtz announced that The Appraisal Foundation’s Appraisal Standards Board’s next public meeting will be held on April 23, 2026 via virtual conference. The Director asked for any questions or comments. Chairperson Hermsen asked whether any staff members would be attending. The Director reported that EPM Sims would be attending. There was no further discussion.

7. ASSOCIATION OF APPRAISER REGULATORY OFFICIALS

a. AARO Quarterly Newsletter – February 2026

Director Kohtz presented the AARO Quarterly Newsletter to the Board for review and reported that he had no specific comments. The Director asked for any questions or comments. There was no further discussion.

8. GOVERNMENT-SPONSORED ENTERPRISES

a. Fannie Mae: No discussion.

b. Freddie Mac

i. GSE Appraiser Capacity_February 2025

Director Kohtz presented the Freddie Mac document titled, “GSE Appraiser Capacity” to the Board for review and reported that he had no specific comments. The Director asked for any questions or comments. There was no further discussion.

9. IN THE NEWS: No discussion.

C. CREDENTIALING AS A NEBRASKA REAL PROPERTY APPRAISER

The Board reviewed applicant L25004. Chairperson Hermsen asked for a motion on L25004.

Board Member R. Johnson moved to take the following action:

L25004 / Approve applicant to sit for exam and authorize director to issue credential as a licensed residential real property appraiser upon applicant providing evidence of successful completion of the national uniform licensing and certification examination and the necessary fees.

Board Member Batie seconded the motion. Chairperson Hermsen recognized the motion and called for a vote. The motion carried with R. Johnson, Batie, L. Johnson, and Hermsen voting aye.

D. REGISTRATION AS AN APPRAISAL MANAGEMENT COMPANY: No discussion.

E. COMPLIANCE MATTERS

The Board reviewed compliance matter 26-01, 26-02, 26-03, and 25-09. Chairperson Hermsen asked for a motion on 26-01, 26-02, 26-03, and 25-09.

Board Member R. Johnson moved to take the following action:

26-01 / Dismiss without prejudice.

Board Member Batie seconded the motion. Chairperson Hermsen recognized the motion and called for a vote. The motion carried with R. Johnson, Batie, L. Johnson, and Hermsen voting aye.

Board Member R. Johnson moved to take the following action:

26-02 / Dismiss with prejudice.

Board Member Batie seconded the motion. Chairperson Hermsen recognized the motion and called for a vote. The motion carried with R. Johnson, Batie, L. Johnson, and Hermsen voting aye.

Board Member R. Johnson moved to take the following action:

26-03 / Dismiss with prejudice.

Board Member L. Johnson seconded the motion. Chairperson Hermsen recognized the motion and called for a vote. The motion carried with R. Johnson, Batie, L. Johnson, and Hermsen voting aye.

Board Member R. Johnson moved to take the following action:

25-09 / Close.

Board Member L. Johnson seconded the motion. Chairperson Hermsen recognized the motion and called for a vote. The motion carried with R. Johnson, Batie, L. Johnson, and Hermsen voting aye.

F. OTHER EXECUTIVE SESSION ITEMS

1. PERSONNEL MATTERS: No discussion.

R. ADJOURNMENT

Board Member L. Johnson moved to adjourn the meeting. Board Member R. Johnson seconded the motion. The motion carried with R. Johnson, Batie, L. Johnson, and Hermsen voting aye. At 11:12 a.m., Chairperson Hermsen adjourned the March 19, 2026 meeting of the Nebraska Real Property Appraiser Board.

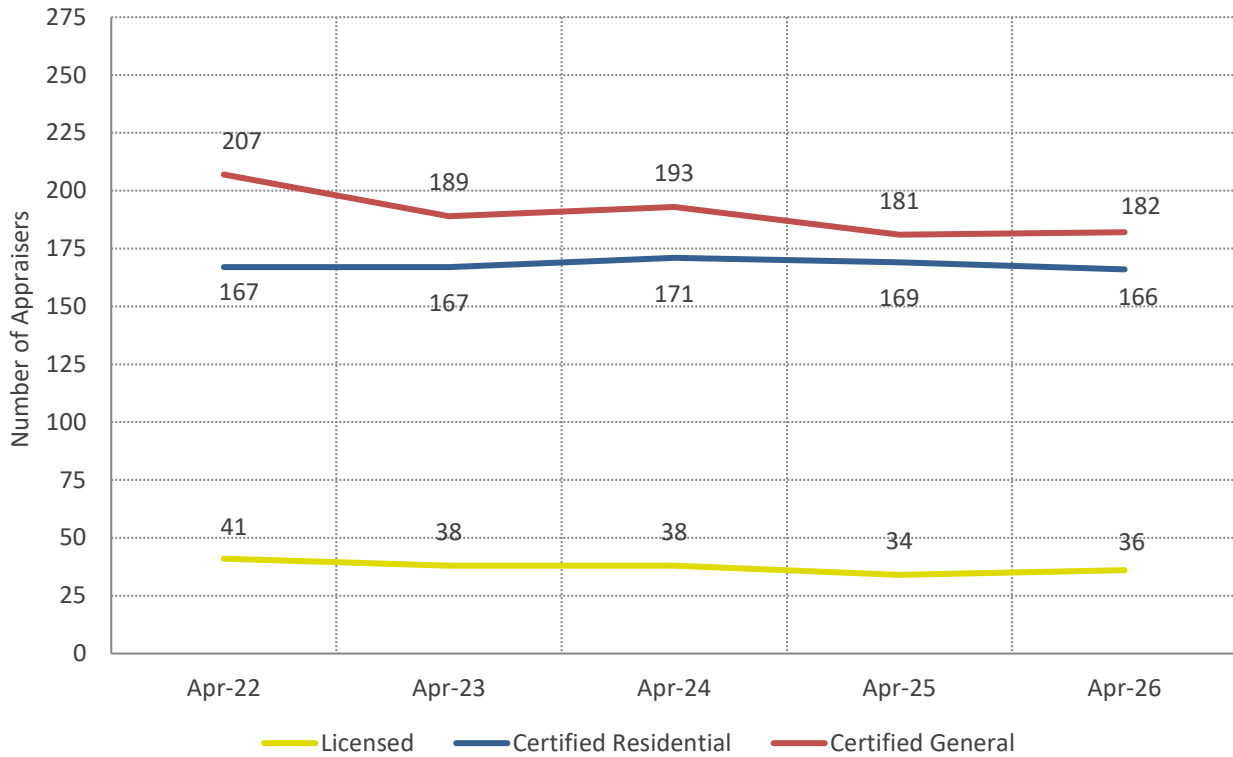
Respectfully submitted,

Tyler N. Kohtz
Director

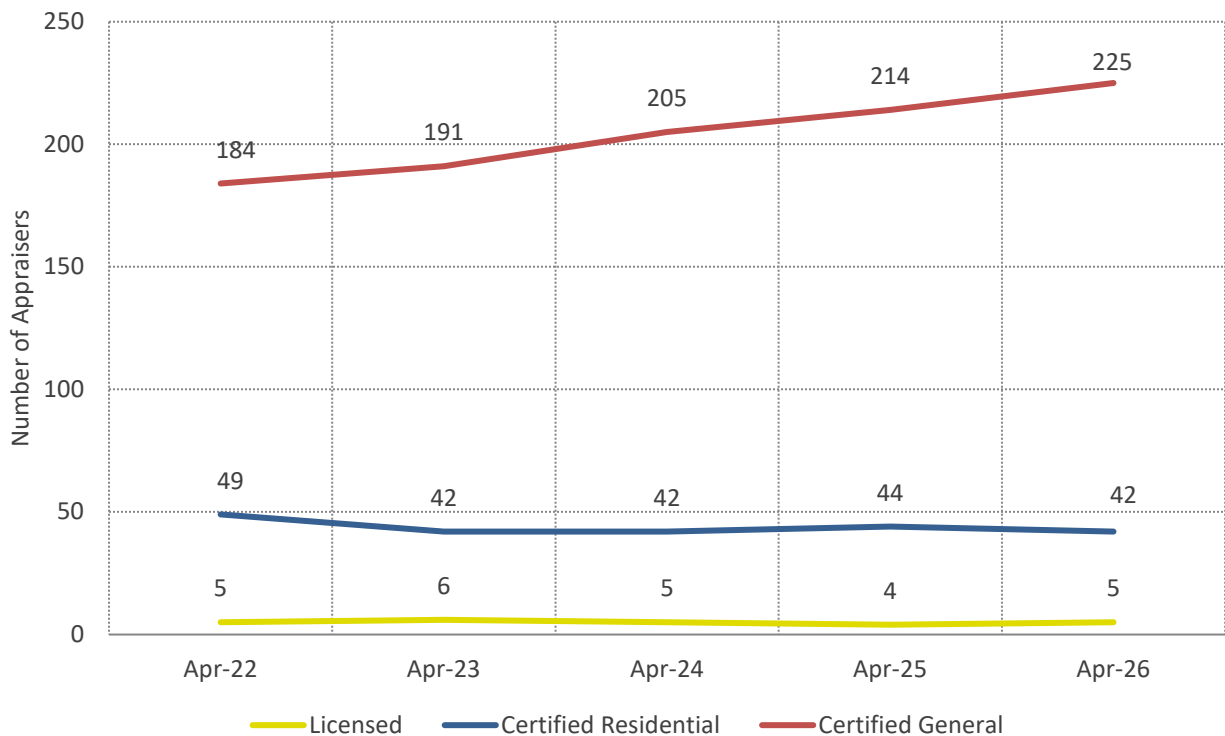
These minutes have been made available for public inspection on March 26, 2026, in compliance with Nebraska Revised Statute § 84-1413(5).

Real Property Appraiser Report

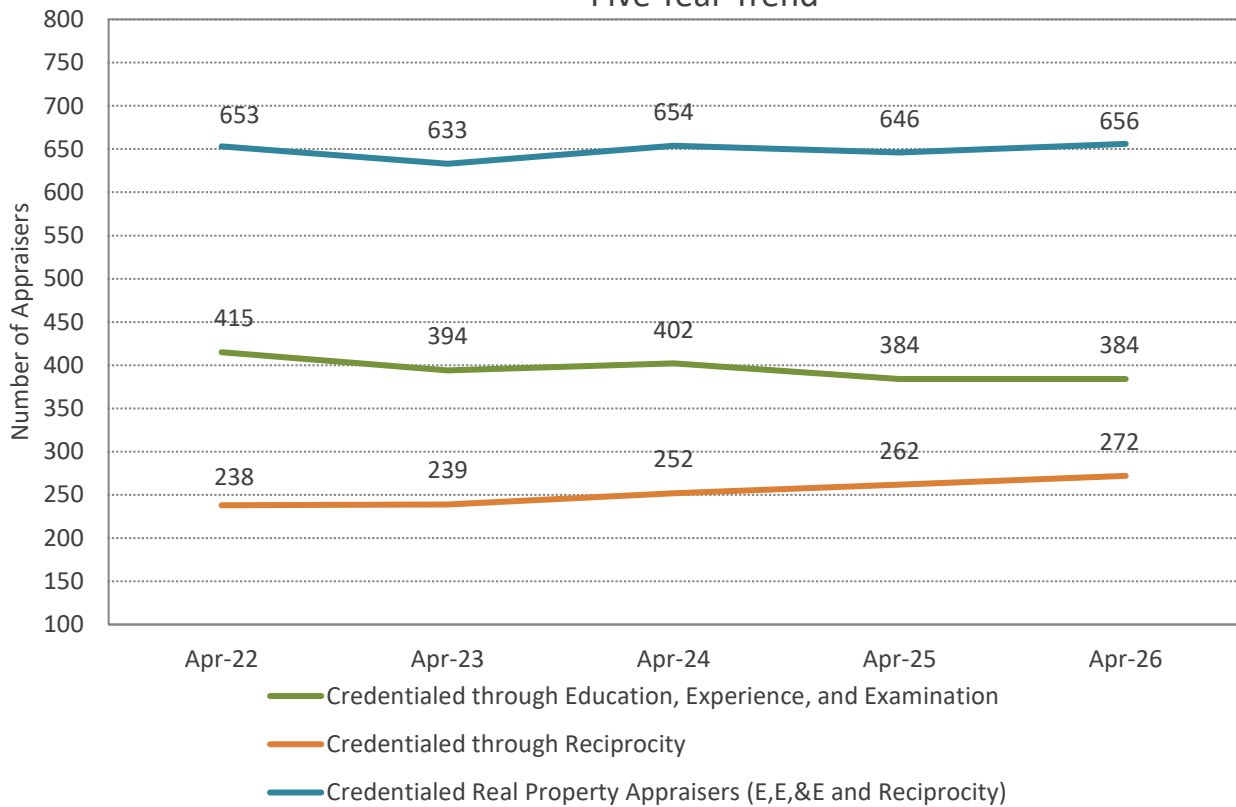
Real Property Appraisers Credentialed through Education, Experience, and Examination (not including Trainee) - Five Year Trend



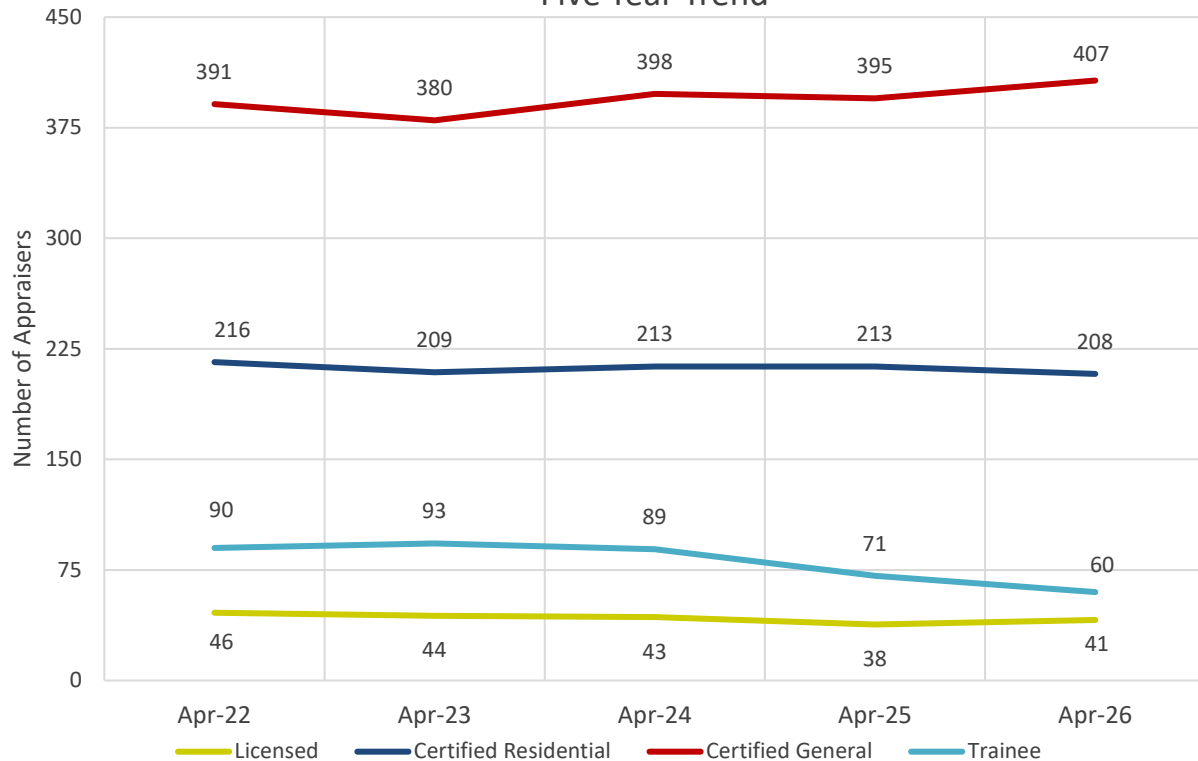
Real Property Appraisers by Classification Credentialed through Reciprocity - Five Year Trend



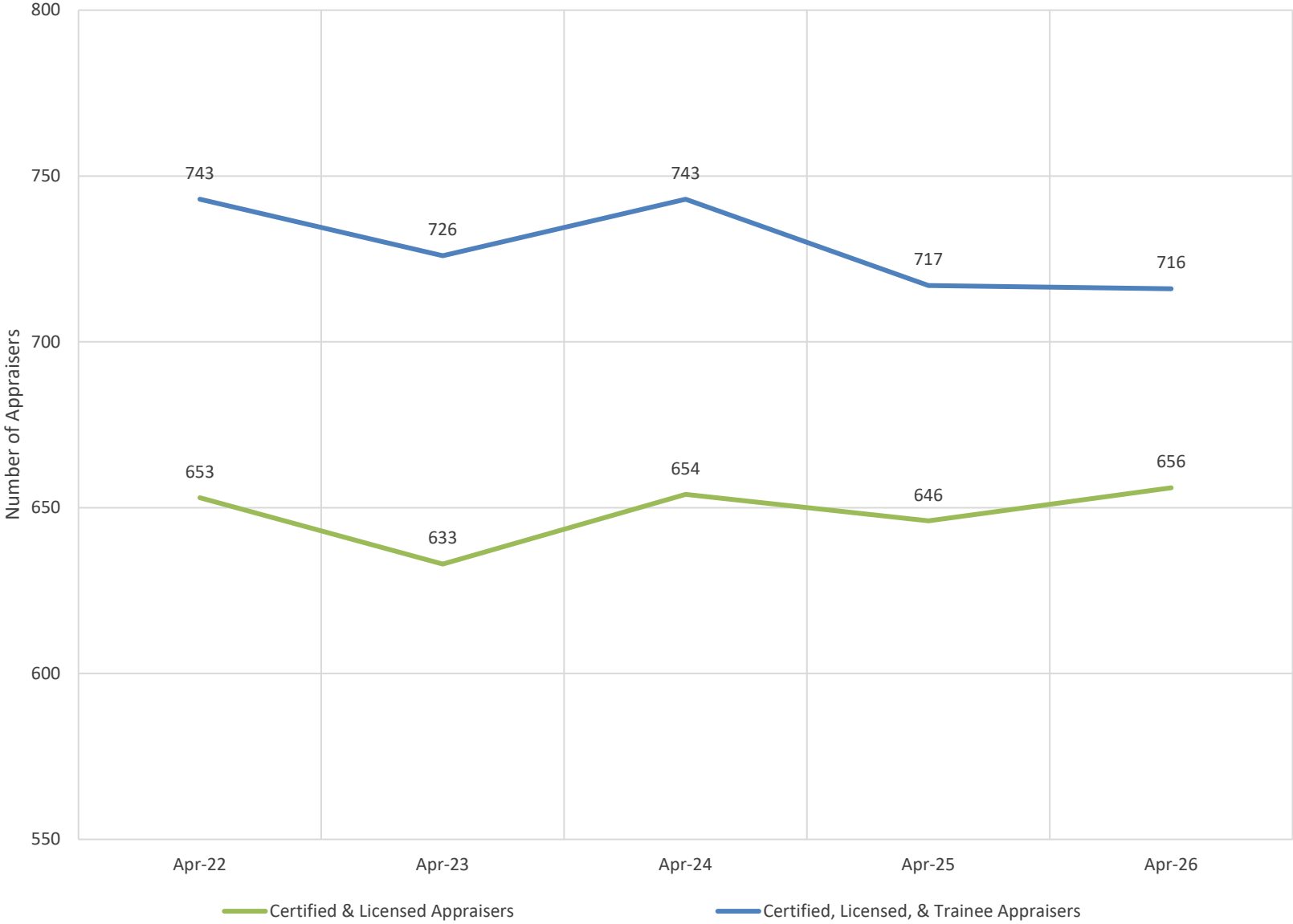
**Total Real Property Appraisers (not including Trainee)
- Five Year Trend**



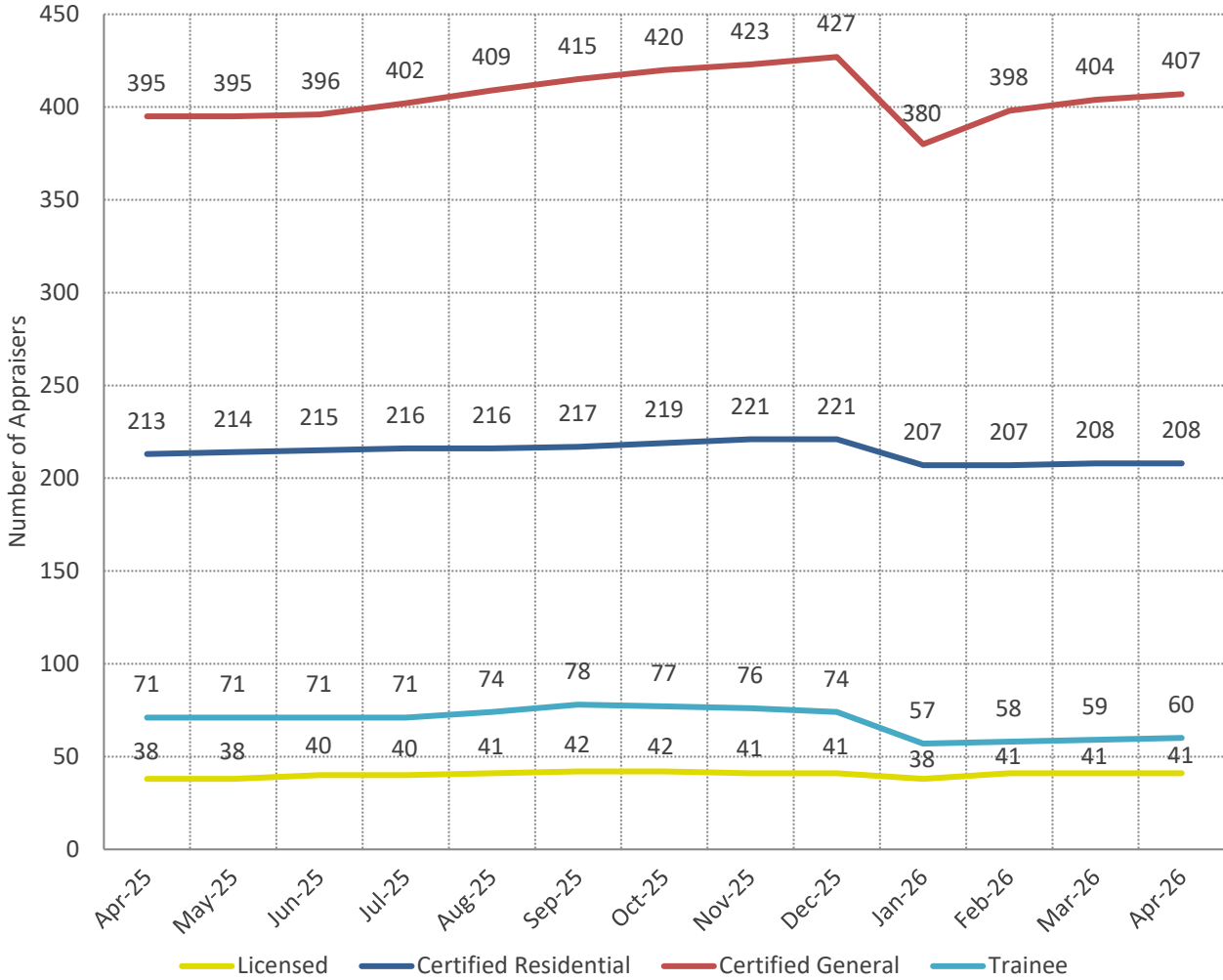
**Total Real Property Appraisers by Classification -
Five Year Trend**



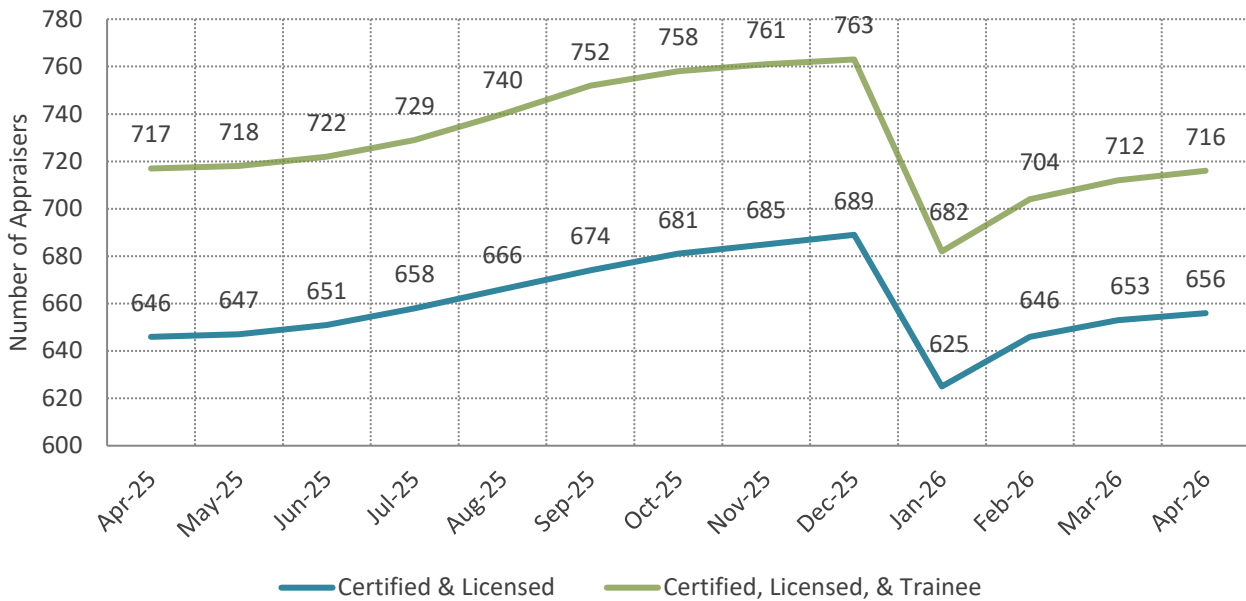
Total Real Property Appraisers - Five Year Trend



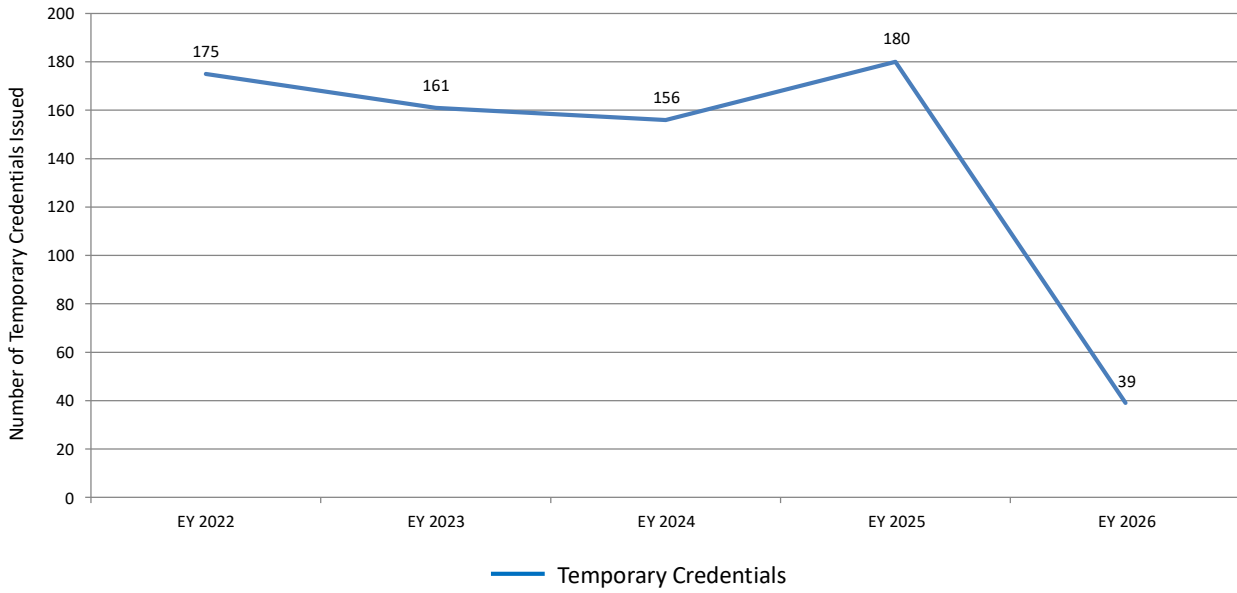
Real Property Appraisers by Classification - Thirteen Month Trend



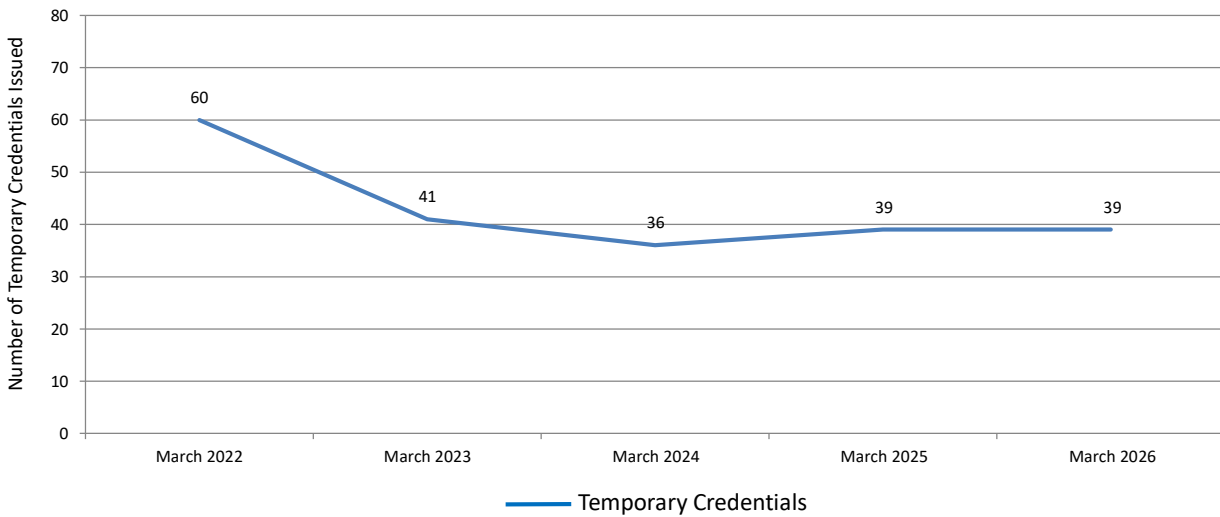
Total Real Property Appraisers - Thirteen Month Trend



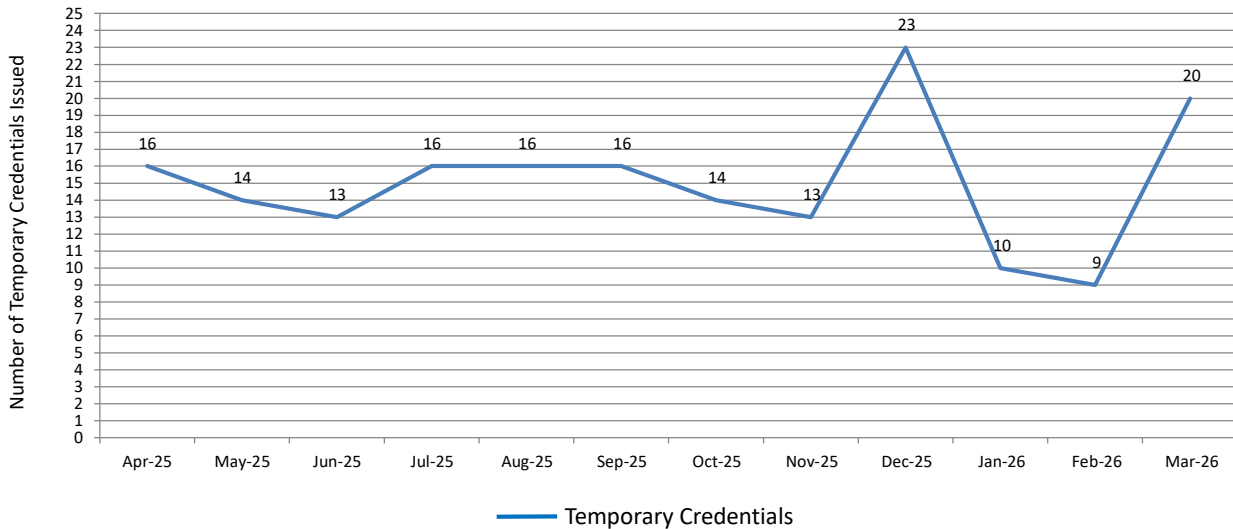
Temporary Real Property Appraiser Credentials Issued by Calendar Year - Five Year Trend



Year-to-date Temporary Real Property Appraiser Credentials Issued - Five Year Trend

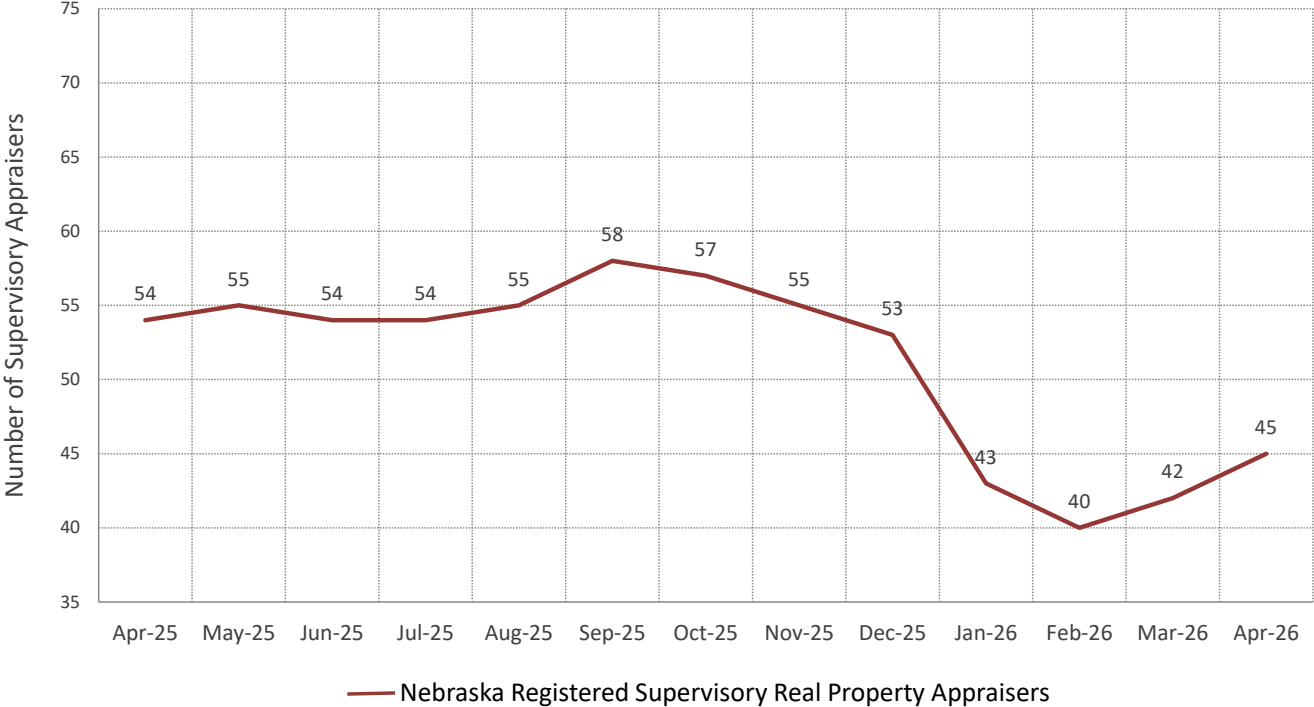


Temporary Real Property Appraiser Credentials Issued by Month - Twelve Month Trend

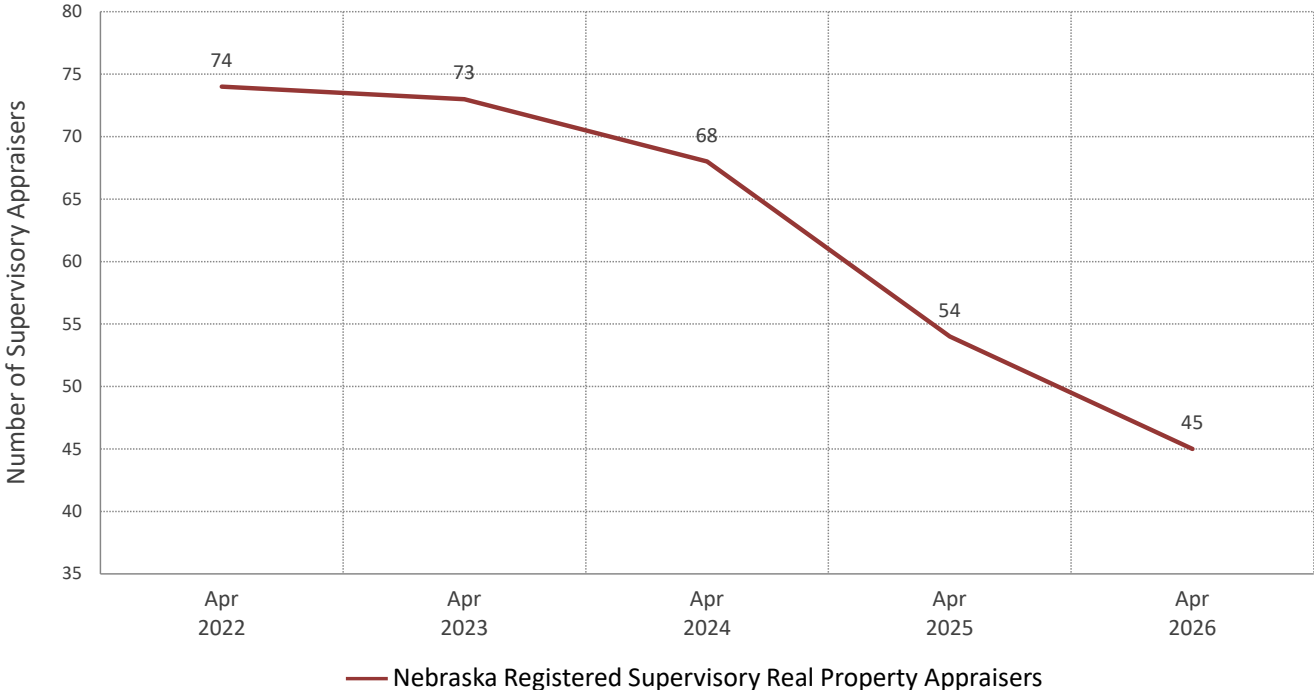


Supervisory Real Property Appraiser Report

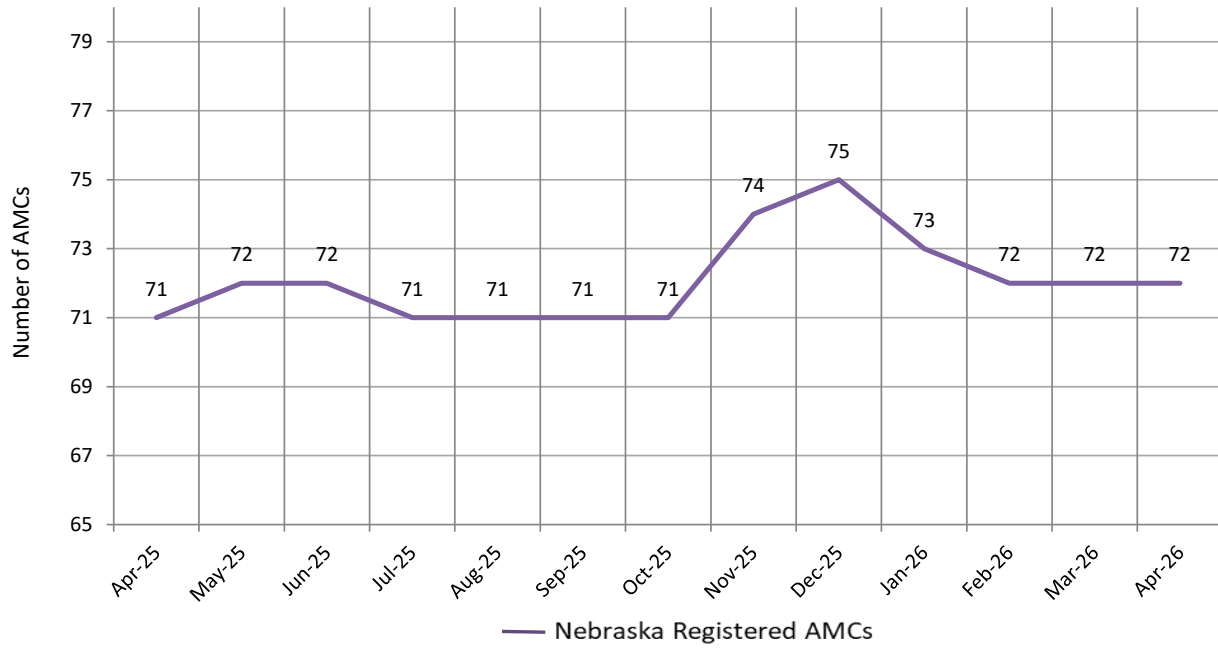
Registered Supervisory Real Property Appraisers - Thirteen Month Trend



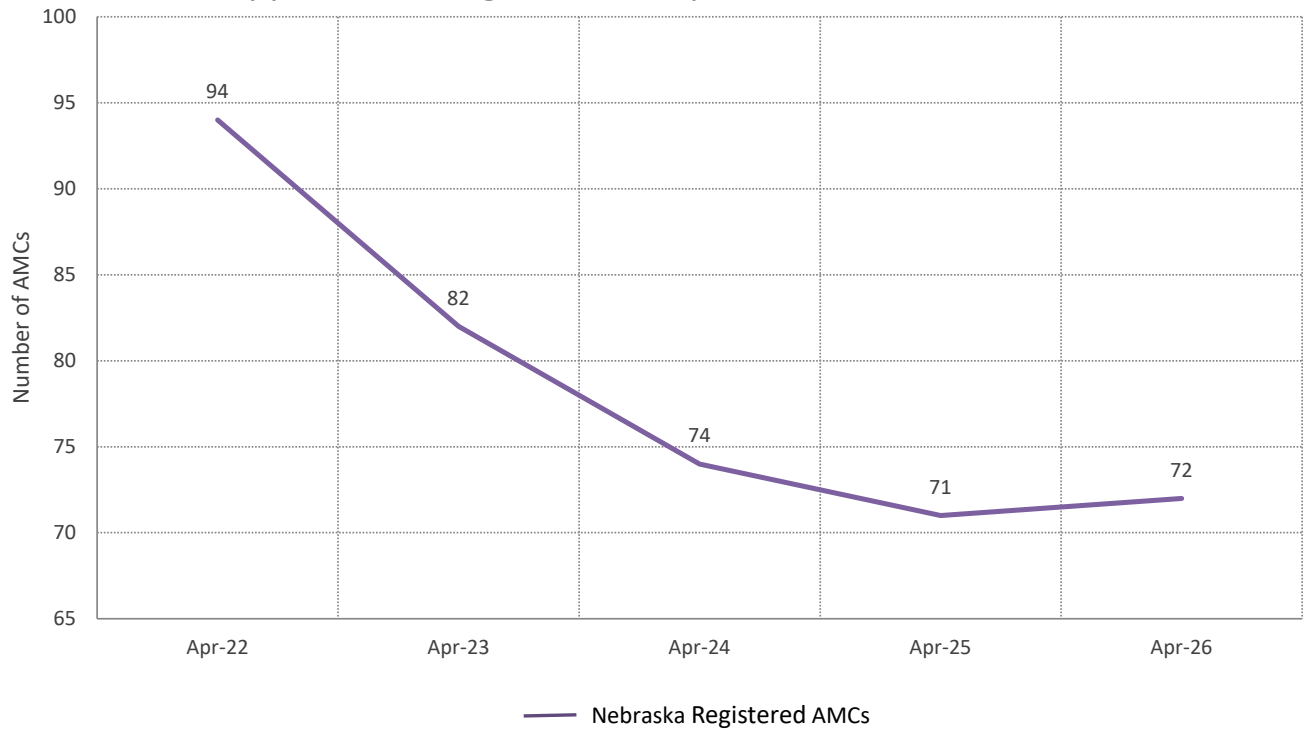
Registered Supervisory Real Property Appraisers - Five Year Trend



Appraisal Management Companies - Thirteen Month Trend



Appraisal Management Companies - Five Year Trend



NEBRASKA REAL PROPERTY APPRAISER BOARD
DIRECTOR APPROVAL OF REAL PROPERTY APPRAISER APPLICANTS

March 11, 2026 – April 7, 2026

<i>New Certified General Real Property Appraisers through Reciprocity</i>		
CG26007R	Riesenberg, Lucas	Approved March 17, 2026

NEBRASKA REAL PROPERTY APPRAISER BOARD
DIRECTOR APPROVAL OF EDUCATION ACTIVITY AND INSTRUCTOR(S) APPLICANTS

March 11, 2026 – April 7, 2026

Provider	Activity Number	Hours	Title	Instructor(s)	Approval Date
<i>New Continuing Education Activities and Instructors</i>					
Appraisal Institute	2261404.02	4.00	Analyzing and Reporting the Income Approach in the New URAR	Sean Sargeant, Sandra Adomatis, Maureen Sweeney, R Scott Hartman, Betty Jo Cagle, Jason Ferris, Woody Fincham, Mark Freitag, Alan Hummel, Jennifer Marshall, Lisa Meinczinger-Gulden, Jared Preisler, Jose Rodriguez, Mark Smeltzer, Dana Thornberry, Carlos Velez, Josh Walitt, Larry Wright	03/16/2026
Appraisal Institute	2263405.02	4.00	Analyzing and Reporting the Income Approach in the New URAR	Sean Sargeant, Sandra Adomatis, Maureen Sweeney, R Scott Hartman, Betty Jo Cagle, Jason Ferris, Woody Fincham, Mark Freitag, Alan Hummel, Jennifer Marshall, Lisa Meinczinger-Gulden, Jared Preisler, Jose Rodriguez, Mark Smeltzer, Dana Thornberry, Carlos Velez, Joash Walitt, Larry Wright	03/16/2026
Rocky Mountain Appraiser Association	2263406.88	3.00	Workshop: Fundamentals of AI for Real Estate Appraisals	Chandra Mast	03/25/2026
Appraisal Institute	2261414.02	7.00	Desktop Appraisals (Bifurcated, Hybrid) and Evaluations	Jared Preisler	03/25/2026
Appraisal Institute	2262415.02	7.00	Online Appraising Condos, Co-ops, and PUDs	Maureen Sweeney	03/25/2026

Appraisal Institute	2261416.02	7.00	Getting it Right from the Start – A Workout Plan for Your Scope of Work	Robert Moorman	03/27/2026
The CE Shop, LLC	2262425.77	4.00	Appraising ADUs and Modern Homes	Justin Merrill	03/30/2026
McKissock, LLC	2262421.03	4.00	Appraising Special-Purpose Properties	Paul Lorenzen	03/31/2026
McKissock, LLC	2262422.03	4.00	Effects of COVID on Office Buildings, Tale of Six Cities	Paul Lorenzen, Timothy Hansen	03/31/2026
McKissock, LLC	2262423.03	4.00	Introduction to Condemnation Appraisals with Case Studies	Timothy Hansen	03/31/2026
McKissock, LLC	2262424.03	7.00	Office Buildings Assessments and Appeals	Timothy Hansen	03/31/2026
Appraisal Institute	2262419.02	8.00	Online Excel Applications for Valuation	Matthew Larrabee, Kerry Jorgensen	04/03/2026
Appraisal Institute	2262426.02	7.00	Online The Appraiser’s Guide to Expert Witnessing	Paula Konikoff	04/07/2026
<i>New Qualifying Education Activities and Instructors</i>					
Appraisal Institute	1263418.02	15.00	Review Case Studies – Residential	Woody Fincham	03/27/2026

**2025-26 Nebraska Real Property Appraiser Board Goals and Objectives
June 17, 2025 Strategic Planning Meeting**

	SHORT TERM GOALS / OBJECTIVES	EXPECTED COMPLETION DATE	STATUS/GOAL MET	LONG TERM GOALS / OBJECTIVES	EXPECTED COMPLETION DATE	NOTES
LAWS, RULES, AND GUIDANCE DOCUMENTS	Adopt Title 298 changes to implement the Real Property Appraiser Qualification Criteria Effective January 1, 2026 for real property appraisers credentialed prior to January 1, 2026 that upgrade to a higher classification after January 1, 2026 and to implement the CHRC Fee changes as increased by the Nebraska State Patrol.	6/30/2026	AGO approved January 2, 2026, under GPRO review.	Continue to monitor the effectiveness of regulations to reduce unnecessary regulatory burden, remove barriers to entry into the real property appraiser profession, maintain an effective education program, maintain an effective enforcement program, and provide for better clarification and administration. Harmonize Title 298 with the changes made to the Nebraska Real Property Appraiser Act and Appraisal Management Company Registration Act as needed. Address changes to USPAP, Real Property Appraiser Qualifications Criteria, ASC Policy Statements, AQB CAP Program Guidelines, and Title XI as required. Continue to adopt Guidance Documents for public advisement concerning interpretation of statutes and rules, and retire Guidance Documents that are no longer relevant. Continue to adopt internal procedures as needed to assist with the Board's administration of its programs, and retire internal procedures that are no longer relevant.	Ongoing. Ongoing. Ongoing. Ongoing.	
COMPLIANCE	None.			None.		
CREDENTIALING AND REGISTRATION	For real property appraiser and AMC applications available online, explore offering paper applications upon request only for processing fee.	12/31/2025	Completed August 21, 2025	Monitor real property appraiser credential renewal dates.	Ongoing.	
	Explore use of SARAS Grant to increase the number of Nebraska resident real property appraisers.	6/30/2026	Completed February 19, 2026.			
	Explore separate fee structure for credentialing through reciprocity.	12/31/2025	Completed July 17, 2025			
	Review current AMC fees.	12/31/2025	Completed August 21, 2025			
EDUCATION	Reach out to Nebraska community colleges with real estate degree programs to gauge interest in obtaining AQB CAP Approval.	6/30/2026		Encourage trainee real property appraisers who intend to engage in real property appraisal practice pertaining to agricultural real property upon credentialing as a certified general real property appraiser complete agricultural-based qualifying education offered by an education provider with an expertise in agricultural appraisal in approval letter sent to trainee real property appraisers. Request that supervisory real property appraisers with trainee real property appraisers who intend to engage in real property appraisal practice pertaining to agricultural real property upon credentialing as a certified general real property appraiser encourage their trainee real property appraisers to complete agricultural-based qualifying education offered by an education provider with an expertise in agricultural appraisal in approval letter sent to supervisory real property appraisers.	Ongoing. Ongoing.	
PERSONNEL	None.			Continue updating the policies and procedures documents as needed to ensure compliance with state policy changes, NAPE/ASFCME contract changes, and to address general work environment needs and/or changes.	Ongoing.	
PUBLIC INFORMATION	Populate the Disciplinary History Search with all real property appraiser and AMC disciplinary action history for active credential and registration holders.	6/30/2026		Encourage development of Memos from the Board and Facebook posts, and The Nebraska Appraiser articles that contain facts of interest to the appraisal business community. Continue utilizing the NRPAB website, NRPAB Facebook page, The Nebraska Appraiser, and Memos from the Board to disseminate relevant and important information to the appraisal business community and the general public in a timely manner. This includes information related to state and federal regulations, credentialing and registration requirements, renewal information, education information, Board policies and procedures, documents posted to the NRPAB website, meeting information, and other information that affects the industry. Continue utilization of Memos from the Board to disseminate important information in a timely manner that should not be held for the next release of The Nebraska Appraiser. Continue releasing new issues of The Nebraska Appraiser on a quarterly basis to disseminate important information to the appraisal business community and the general public in an effective and efficient manner. Continue utilization of the NRPAB Facebook page to disseminate important information in a timely manner that that appraisal business community and general public would otherwise not be aware of, such as documents posted to the NRPAB website, meeting information, and NRPAB policy and business information. Continue to monitor the effectiveness of current NRPAB website, and repair bugs and make improvements and add enhancements needed to address functionality or use.	Ongoing. Ongoing. Ongoing. Ongoing. Ongoing.	
ADMINISTRATION	Utilize SARAS Grant for development and implementation of online real property appraiser reciprocity application and NRPAB Database interface, and development and of online education applications and NRPAB Database interface.	6/30/2026	Development of online real property appraiser reciprocity application and NRPAB Database interface completed and moved to production on March 10, 2026. Conceptual design and preliminary setup work for online education applications and NRPAB Database interface completed, initial coding in progress.	Continue to monitor the effectiveness of current processes and procedures, and update processes and procedures as needed to maintain effectiveness and efficiency of the administration of the Board's programs. Continue to monitor the effectiveness of current NRPAB database, repair bugs, and make improvements and add enhancements needed to address program or use changes. Explore online real property appraiser through E,E,&E initial applications, AMC initial application, and other services that require payment of a fee. Explore use of AI for business functions to automate tasks and for data analysis. Explore use of SARAS Grant to develop application in NRPAB Database to accept credit card payments through credit card vendor for online applications.	Ongoing. Ongoing. Ongoing. Ongoing.	
FINANCIALS	Submit Budget Deficit Request for \$12,263.00 deficit to Health Insurance Expenses (\$15500) for FY2025-26, and for \$12,876.00 deficit to Health Insurance Expenses (\$15500) for FY2026-27, due to 18.5% cost of insurance increase to the agency as notified by DAS on June 13, 2025.	11/1/2025	Completed September 18, 2025.	None.		

2025-26 NRPAB SWOT Analysis

STRENGTHS:	WEAKNESSES:	OPPORTUNITIES:	THREATS:
<ul style="list-style-type: none"> * Customer service * Organization * Board member knowledge * Staff knowledge * Adaptability * Professional diversity of Board * Modernization of accessibility * Authority to enter into contingent dismissal agreements 	<ul style="list-style-type: none"> * Industry's inability to grow * Efficiency loss due to database not meeting potential * Regulatory and statutory barriers 	<ul style="list-style-type: none"> * Growth in real property appraiser field * Continued evaluation of Board and Agency operations * Embrace of available technology * Agency staff size and cross-training of Agency duties * Board member with residential appraisal expertise * Utilization of ASC grant funding for technology projects * Education of users of appraisal reports * Utilization of ASC grant to increase NE appraiser numbers 	<ul style="list-style-type: none"> * Agency turnover * Federal agency oversight * Economic climate * Aging appraiser population * Inadequate supervisory appraiser knowledge * Deemphasis on appraisals at the Federal level * Commodification of appraisal reports * Business consolidation * Government consolidation

STATE OF NEBRASKA
Department of Administrative Services
Accounting Division
Budget Status Report
As of 03/31/26

Agency 053 REAL PROPERTY APPRAISER BD
Division 000 Real Property App Bd
Program 079 APPRAISER LICENSING

Percent of Time Elapsed = 75.07

ACCOUNT CODE DESCRIPTION	BUDGETED AMOUNT	CURRENT MONTH ACTIVITY	YEAR-TO-DATE ACTUALS	PERCENT OF BUDGET	ENCUMBERANCES	VARIANCE
BUDGETED FUND TYPES - EXPENDITURES						
510000 PERSONAL SERVICES						
511100 PERMANENT SALARIES-WAGES	221,345.91	16,451.06	154,333.70	69.73		67,012.21
511600 PER DIEM PAYMENTS	8,500.00	500.00	4,600.00	54.12		3,900.00
511700 EMPLOYEE BONUSES	2,000.00		2,000.00	100.00		
512100 VACATION LEAVE EXPENSE	17,312.93	1,060.50	9,077.21	52.43		8,235.72
512200 SICK LEAVE EXPENSE	1,964.37	281.15	1,594.49	81.17		369.88
512300 HOLIDAY LEAVE EXPENSE	12,227.25	936.46	12,114.09	99.07		113.16
512500 FUNERAL LEAVE EXPENSE			143.65			143.65-
Personal Services Subtotal	263,350.46	19,229.17	183,863.14	69.82	0.00	79,487.32
515100 RETIREMENT PLANS EXPENSE	19,137.02	1,402.42	13,273.28	69.36		5,863.74
515200 FICA EXPENSE	20,071.09	1,286.19	12,423.93	61.90		7,647.16
515500 HEALTH INSURANCE EXPENSE	66,162.00	6,533.44	58,800.96	88.87		7,361.04
516500 WORKERS COMP PREMIUMS	1,366.00		1,366.00	100.00		
Major Account 510000 Total	370,086.57	28,451.22	269,727.31	72.88	0.00	100,359.26
520000 OPERATING EXPENSES						
521100 POSTAGE EXPENSE	2,654.22	124.96	2,196.02	82.74		458.20
521400 CIO CHARGES	37,636.61	3,053.35	21,099.95	56.06		16,536.66
521500 PUBLICATION & PRINT EXP	3,378.08		2,086.59	61.77		1,291.49
521900 AWARDS EXPENSE	50.00		28.00	56.00		22.00
522100 DUES & SUBSCRIPTION EXP	600.00		600.00	100.00		
524600 RENT EXPENSE-BUILDINGS	13,767.10	1,138.38	10,290.52	74.75		3,476.58
524900 RENT EXP-DEPR SURCHARGE	4,664.00	388.64	3,497.76	74.99		1,166.24
531100 OFFICE SUPPLIES EXPENSE	1,792.47	73.23	1,446.37	80.69		346.10
532100 NON-CAPITALIZED EQUIP PU	150.00		159.98	106.65		9.98-
532280 VIDEO EQUIP			229.98			229.98-
541100 ACCTG & AUDITING SERVICES	2,986.00		2,986.00	100.00		
541200 PURCHASING ASSESSMENT	41.00		42.00	102.44		1.00-
541500 LEGAL SERVICES EXPENSE	20,020.00		163.50	.82		19,856.50
541700 LEGAL RELATED EXPENSE	3,031.00		31.00	1.02		3,000.00
547100 EDUCATIONAL SERVICES	51.00		51.00	100.00		
554900 OTHER CONTRACTUAL SERVICES	31,294.50	729.77	10,549.02	33.71		20,745.48
556100 INSURANCE EXPENSE	93.00		14.79	15.90		78.21

STATE OF NEBRASKA
Department of Administrative Services
Accounting Division
Budget Status Report
As of 03/31/26

Agency 053 REAL PROPERTY APPRAISER BD
Division 000 Real Property App Bd
Program 079 APPRAISER LICENSING

Percent of Time Elapsed = 75.07

ACCOUNT CODE DESCRIPTION	BUDGETED AMOUNT	CURRENT MONTH ACTIVITY	YEAR-TO-DATE ACTUALS	PERCENT OF BUDGET	ENCUMBERANCES	VARIANCE
559100 OTHER OPERATING EXP	449.44		399.44	88.88		50.00
Major Account 520000 Total	122,658.42	5,508.33	55,871.92	45.55	0.00	66,786.50
570000 TRAVEL EXPENSES						
571100 LODGING	2,970.00	110.00	1,980.00	66.67		990.00
571800 MEALS - TRAVEL STATUS	2,142.20		1,071.00	50.00		1,071.20
573100 STATE-OWNED TRANSPORT	200.00					200.00
574500 PERSONAL VEHICLE MILEAGE	7,282.40		3,994.96	54.86		3,287.44
575100 MISC TRAVEL EXPENSE	475.95		243.58	51.18		232.37
Major Account 570000 Total	13,070.55	110.00	7,289.54	55.77	0.00	5,781.01
BUDGETED EXPENDITURES TOTAL	505,815.54	34,069.55	332,888.77	65.81	0.00	172,926.77

SUMMARY BY FUND TYPE - EXPENDITURES

2 CASH FUNDS	505,815.54	34,069.55	332,888.77	65.81		172,926.77
BUDGETED EXPENDITURES TOTAL	505,815.54	34,069.55	332,888.77	65.81	0.00	172,926.77

BUDGETED FUND TYPES - REVENUES

470000 REVENUE - SALES AND CHARGES

471100 SALE OF SERVICES	450.00-		300.00-	66.67		150.00-
471120 QUALIFYING ED COURSE FEES	2,010.00-		770.00-	38.31		1,240.00-
471121 CONTINUING ED NEW FEES	6,075.00-	510.00-	3,505.00-	57.70		2,570.00-
471122 CONTINUING ED RENEWAL FEES	225.00-		135.00-	60.00		90.00-
475150 CERTIFIED GENERAL NEW FEES	9,600.00-	320.00-	10,340.00-	107.71		740.00
475151 LICENSED NEW FEES	640.00-		940.00-	146.88		300.00
475152 FINGERPRINT FEES	2,262.50-	90.50-	1,900.50-	84.00		362.00-
475153 CERTIFIED RESIDENTIAL NEW	2,560.00-		1,240.00-	48.44		1,320.00-
475154 CERTIFIED GENERAL RENEWAL	103,200.00-	1,200.00-	109,150.00-	105.77		5,950.00
475155 LICENSED RENEWAL	8,100.00-		10,150.00-	125.31		2,050.00
475157 CERTIFIED RESIDENTIAL RENEWAL	62,100.00-		57,000.00-	91.79		5,100.00-
475161 TEMPORARY CERTIFIED GENERAL	11,200.00-	1,330.00-	9,640.00-	86.07		1,560.00-
475163 AMC REGISTERED NEW FEES	6,000.00-	2,000.00-	10,000.00-	166.67		4,000.00
475164 AMC APPLICATION FEES	1,050.00-		1,750.00-	166.67		700.00
475165 AMC REGISTERED RENEWAL	110,500.00-	10,200.00-	91,600.00-	82.90		18,900.00-

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Budget Status Report
As of 03/31/26

Agency 053 REAL PROPERTY APPRAISER BD
Division 000 Real Property App Bd
Program 079 APPRAISER LICENSING

Percent of Time Elapsed = 75.07

ACCOUNT CODE DESCRIPTION		BUDGETED AMOUNT	CURRENT MONTH ACTIVITY	YEAR-TO-DATE ACTUALS	PERCENT OF BUDGET	ENCUMBERANCES	VARIANCE
475166	FED REG AMC RPT FORM PROC FEES	700.00-	350.00-	700.00-	100.00		
475169	LICENSED INACTIVE			300.00-			300.00
475234	APPLICATION FEES	27,700.00-	2,620.00-	23,820.00-	85.99		3,880.00-
476101	LATE PROCESSING FEES	4,025.00-	250.00-	4,675.00-	116.15		650.00
Major Account 470000 Total		<u>358,397.50-</u>	<u>18,870.50-</u>	<u>337,915.50-</u>	<u>94.29</u>	<u>0.00</u>	<u>20,482.00-</u>
480000 REVENUE - MISCELLANEOUS							
481100	INVESTMENT INCOME	21,000.00-	1,167.82-	13,725.43-	65.36		7,274.57-
484500	REIMB NON-GOVT SOURCES	6,000.00-		9,252.09-	154.20		3,252.09
Major Account 480000 Total		<u>27,000.00-</u>	<u>1,167.82-</u>	<u>22,977.52-</u>	<u>85.10</u>	<u>0.00</u>	<u>4,022.48-</u>
490000 REVENUE - OTHER FINANCIAL SOURCES/U							
493200	OPERATING TRANSFERS OUT			250,000.00			250,000.00-
Major Account 490000 Total		<u>0.00</u>	<u>0.00</u>	<u>250,000.00</u>	<u>0.00</u>	<u>0.00</u>	<u>250,000.00-</u>
BUDGETED REVENUE TOTAL		<u>385,397.50-</u>	<u>20,038.32-</u>	<u>110,893.02-</u>	<u>28.77</u>	<u>0.00</u>	<u>274,504.48-</u>
SUMMARY BY FUND TYPE - REVENUE							
2	CASH FUNDS	385,397.50-	20,038.32-	110,893.02-	28.77		274,504.48-
BUDGETED REVENUE TOTAL		<u>385,397.50-</u>	<u>20,038.32-</u>	<u>110,893.02-</u>	<u>28.77</u>	<u>0.00</u>	<u>274,504.48-</u>

Agency 053 REAL PROPERTY APPRAISER BD
Division 000 Real Property App Bd
Program 079 APPRAISER LICENSING

Percent of Time Elapsed = 75.07

ACCOUNT CODE DESCRIPTION	BUDGETED AMOUNT	CURRENT MONTH ACTIVITY	YEAR-TO-DATE ACTUALS	PERCENT OF BUDGET	ENCUMBERANCES	VARIANCE
BUDGETED FUND TYPES - EXPENDITURES						
510000 PERSONAL SERVICES						
511100 PERMANENT SALARIES-WAGES	143,874.85	10,692.78	100,315.28	69.72		43,559.57
511600 PER DIEM PAYMENTS	5,525.00	325.00	2,990.00	54.12		2,535.00
511700 EMPLOYEE BONUSES	1,300.00		1,300.00	100.00		
512100 VACATION LEAVE EXPENSE	11,253.40	689.47	5,899.32	52.42		5,354.08
512200 SICK LEAVE EXPENSE	1,276.84	182.80	1,036.04	81.14		240.80
512300 HOLIDAY LEAVE EXPENSE	7,947.71	608.69	7,874.10	99.07		73.61
512500 FUNERAL LEAVE EXPENSE			93.37			93.37-
Personal Services Subtotal	171,177.80	12,498.74	119,508.11	69.82	0.00	51,669.69
515100 RETIREMENT PLANS EXPENSE	12,439.09	911.54	8,627.34	69.36		3,811.75
515200 FICA EXPENSE	13,046.20	835.98	8,075.14	61.90		4,971.06
515500 HEALTH INSURANCE EXPENSE	43,005.30	4,246.66	38,219.92	88.87		4,785.38
516500 WORKERS COMP PREMIUMS	887.90		887.90	100.00		
Major Account 510000 Total	240,556.29	18,492.92	175,318.41	72.88	0.00	65,237.88
520000 OPERATING EXPENSES						
521100 POSTAGE EXPENSE	2,349.13	124.96	2,030.35	86.43		318.78
521400 CIO CHARGES	24,563.02	1,351.91	14,121.69	57.49		10,441.33
521500 PUBLICATION & PRINT EXP	2,195.75	3.24-	1,576.10	71.78		619.65
521900 AWARDS EXPENSE	32.50		18.20	56.00		14.30
522100 DUES & SUBSCRIPTION EXP	390.00		390.00	100.00		
524600 RENT EXPENSE-BUILDINGS	8,948.61	739.94	6,688.79	74.75		2,259.82
524900 RENT EXP-DEPR SURCHARGE	3,031.60	252.62	2,273.58	75.00		758.02
531100 OFFICE SUPPLIES EXPENSE	1,173.97	47.60	1,342.23	114.33		168.26-
532100 NON-CAPITALIZED EQUIP PU	97.50		103.99	106.66		6.49-
532280 VIDEO EQUIP			149.49			149.49-
541100 ACCTG & AUDITING SERVICES	1,940.90		1,940.90	100.00		
541200 PURCHASING ASSESSMENT	26.65		27.30	102.44		.65-
541500 LEGAL SERVICES EXPENSE	18,000.00		143.50	.80		17,856.50
541700 LEGAL RELATED EXPENSE	2,731.00		31.00	1.14		2,700.00
547100 EDUCATIONAL SERVICES	33.15		33.15	100.00		
554900 OTHER CONTRACTUAL SERVICES	30,644.50	616.35	10,106.95	32.98		20,537.55
556100 INSURANCE EXPENSE	60.45		9.61	15.90		50.84

Agency 053 REAL PROPERTY APPRAISER BD
Division 000 Real Property App Bd
Program 079 APPRAISER LICENSING

Percent of Time Elapsed = 75.07

ACCOUNT CODE DESCRIPTION	BUDGETED AMOUNT	CURRENT MONTH ACTIVITY	YEAR-TO-DATE ACTUALS	PERCENT OF BUDGET	ENCUMBERANCES	VARIANCE
559100 OTHER OPERATING EXP	279.14		359.44	128.77		80.30-
Major Account 520000 Total	96,497.87	3,130.14	41,346.27	42.85	0.00	55,151.60
570000 TRAVEL EXPENSES						
571100 LODGING	1,930.50	71.50	1,287.00	66.67		643.50
571800 MEALS - TRAVEL STATUS	1,392.43		696.15	50.00		696.28
573100 STATE-OWNED TRANSPORT	130.00					130.00
574500 PERSONAL VEHICLE MILEAGE	4,733.56		2,596.72	54.86		2,136.84
575100 MISC TRAVEL EXPENSE	309.37		158.37	51.19		151.00
Major Account 570000 Total	8,495.86	71.50	4,738.24	55.77	0.00	3,757.62
BUDGETED EXPENDITURES TOTAL	345,550.02	21,694.56	221,402.92	64.07	0.00	124,147.10

SUMMARY BY FUND TYPE - EXPENDITURES

2 CASH FUNDS	345,550.02	21,694.56	221,402.92	64.07		124,147.10
BUDGETED EXPENDITURES TOTAL	345,550.02	21,694.56	221,402.92	64.07	0.00	124,147.10

BUDGETED FUND TYPES - REVENUES

470000 REVENUE - SALES AND CHARGES

471100 SALE OF SERVICES	450.00-		300.00-	66.67		150.00-
471120 QUALIFYING ED COURSE FEES	2,010.00-		770.00-	38.31		1,240.00-
471121 CONTINUING ED NEW FEES	6,075.00-	510.00-	3,505.00-	57.70		2,570.00-
471122 CONTINUING ED RENEWAL FEES	225.00-		135.00-	60.00		90.00-
475150 CERTIFIED GENERAL NEW FEES	9,600.00-	320.00-	10,340.00-	107.71		740.00
475151 LICENSED NEW FEES	640.00-		940.00-	146.88		300.00
475152 FINGERPRINT FEES	2,262.50-	90.50-	1,900.50-	84.00		362.00-
475153 CERTIFIED RESIDENTIAL NEW	2,560.00-		1,240.00-	48.44		1,320.00-
475154 CERTIFIED GENERAL RENEWAL	103,200.00-	1,200.00-	109,150.00-	105.77		5,950.00
475155 LICENSED RENEWAL	8,100.00-		10,150.00-	125.31		2,050.00
475157 CERTIFIED RESIDENTIAL RENEWAL	62,100.00-		57,000.00-	91.79		5,100.00-
475161 TEMPORARY CERTIFIED GENERAL	11,200.00-	1,330.00-	9,640.00-	86.07		1,560.00-
475169 LICENSED INACTIVE			300.00-			300.00
475234 APPLICATION FEES	27,700.00-	2,620.00-	23,820.00-	85.99		3,880.00-
476101 LATE PROCESSING FEES	3,750.00-	200.00-	4,150.00-	110.67		400.00

Agency 053 REAL PROPERTY APPRAISER BD
Division 000 Real Property App Bd
Program 079 APPRAISER LICENSING

Percent of Time Elapsed = 75.07

<u>ACCOUNT CODE DESCRIPTION</u>		<u>BUDGETED</u>	<u>CURRENT MONTH</u>	<u>YEAR-TO-DATE</u>	<u>PERCENT OF</u>	<u>ENCUMBERANCES</u>	<u>VARIANCE</u>
		<u>AMOUNT</u>	<u>ACTIVITY</u>	<u>ACTUALS</u>	<u>BUDGET</u>		
Major Account 470000 Total		<u>239,872.50-</u>	<u>6,270.50-</u>	<u>233,340.50-</u>	<u>97.28</u>	<u>0.00</u>	<u>6,532.00-</u>
480000 REVENUE - MISCELLANEOUS							
481100	INVESTMENT INCOME	12,000.00-	663.79-	7,620.23-	63.50		4,379.77-
484500	REIMB NON-GOVT SOURCES	5,000.00-		8,220.86-	164.42		3,220.86
Major Account 480000 Total		<u>17,000.00-</u>	<u>663.79-</u>	<u>15,841.09-</u>	<u>93.18</u>	<u>0.00</u>	<u>1,158.91-</u>
490000 REVENUE - OTHER FINANCIAL SOURCES/U							
493200	OPERATING TRANSFERS OUT			150,000.00			150,000.00-
Major Account 490000 Total		<u>0.00</u>	<u>0.00</u>	<u>150,000.00</u>	<u>0.00</u>	<u>0.00</u>	<u>150,000.00-</u>
BUDGETED REVENUE TOTAL		<u>256,872.50-</u>	<u>6,934.29-</u>	<u>99,181.59-</u>	<u>38.61</u>	<u>0.00</u>	<u>157,690.91-</u>
SUMMARY BY FUND TYPE - REVENUE							
2	CASH FUNDS	256,872.50-	6,934.29-	99,181.59-	38.61		157,690.91-
BUDGETED REVENUE TOTAL		<u>256,872.50-</u>	<u>6,934.29-</u>	<u>99,181.59-</u>	<u>38.61</u>	<u>0.00</u>	<u>157,690.91-</u>



STATE OF NEBRASKA
Department of Administrative Services
Accounting Division
Budget Status Report
As of 03/31/26

Agency 053 REAL PROPERTY APPRAISER BD
Division 000 Real Property App Bd
Program 079 APPRAISER LICENSING

Percent of Time Elapsed = 75.07

ACCOUNT CODE DESCRIPTION	BUDGETED AMOUNT	CURRENT MONTH ACTIVITY	YEAR-TO-DATE ACTUALS	PERCENT OF BUDGET	ENCUMBERANCES	VARIANCE
BUDGETED FUND TYPES - EXPENDITURES						
510000 PERSONAL SERVICES						
511100 PERMANENT SALARIES-WAGES	77,471.06	5,758.28	54,018.42	69.73		23,452.64
511600 PER DIEM PAYMENTS	2,975.00	175.00	1,610.00	54.12		1,365.00
511700 EMPLOYEE BONUSES	700.00		700.00	100.00		
512100 VACATION LEAVE EXPENSE	6,059.53	371.03	3,177.89	52.44		2,881.64
512200 SICK LEAVE EXPENSE	687.53	98.35	558.45	81.23		129.08
512300 HOLIDAY LEAVE EXPENSE	4,279.54	327.77	4,239.99	99.08		39.55
512500 FUNERAL LEAVE EXPENSE			50.28			50.28-
Personal Services Subtotal	92,172.66	6,730.43	64,355.03	69.82	0.00	27,817.63
515100 RETIREMENT PLANS EXPENSE	6,697.93	490.88	4,645.94	69.36		2,051.99
515200 FICA EXPENSE	7,024.89	450.21	4,348.79	61.91		2,676.10
515500 HEALTH INSURANCE EXPENSE	23,156.70	2,286.78	20,581.04	88.88		2,575.66
516500 WORKERS COMP PREMIUMS	478.10		478.10	100.00		
Major Account 510000 Total	129,530.28	9,958.30	94,408.90	72.89	0.00	35,121.38
520000 OPERATING EXPENSES						
521100 POSTAGE EXPENSE	305.09		165.67	54.30		139.42
521400 CIO CHARGES	13,073.59	1,701.44	6,978.26	53.38		6,095.33
521500 PUBLICATION & PRINT EXP	1,182.33	3.24	510.49	43.18		671.84
521900 AWARDS EXPENSE	17.50		9.80	56.00		7.70
522100 DUES & SUBSCRIPTION EXP	210.00		210.00	100.00		
524600 RENT EXPENSE-BUILDINGS	4,818.49	398.44	3,601.73	74.75		1,216.76
524900 RENT EXP-DEPR SURCHARGE	1,632.40	136.02	1,224.18	74.99		408.22
531100 OFFICE SUPPLIES EXPENSE	618.50	25.63	104.14	16.84		514.36
532100 NON-CAPITALIZED EQUIP PU	52.50		55.99	106.65		3.49-
532280 VIDEO EQUIP			80.49			80.49-
541100 ACCTG & AUDITING SERVICES	1,045.10		1,045.10	100.00		
541200 PURCHASING ASSESSMENT	14.35		14.70	102.44		.35-
541500 LEGAL SERVICES EXPENSE	2,020.00		20.00	.99		2,000.00
541700 LEGAL RELATED EXPENSE	300.00					300.00
547100 EDUCATIONAL SERVICES	17.85		17.85	100.00		
554900 OTHER CONTRACTUAL SERVICES	650.00	113.42	442.07	68.01		207.93
556100 INSURANCE EXPENSE	32.55		5.18	15.91		27.37



STATE OF NEBRASKA
Department of Administrative Services
Accounting Division
Budget Status Report
As of 03/31/26

Agency 053 REAL PROPERTY APPRAISER BD
Division 000 Real Property App Bd
Program 079 APPRAISER LICENSING

Percent of Time Elapsed = 75.07

ACCOUNT CODE DESCRIPTION	BUDGETED AMOUNT	CURRENT MONTH ACTIVITY	YEAR-TO-DATE ACTUALS	PERCENT OF BUDGET	ENCUMBERANCES	VARIANCE
559100 OTHER OPERATING EXP	170.30		40.00	23.49		130.30
Major Account 520000 Total	26,160.55	2,378.19	14,525.65	55.53	0.00	11,634.90
570000 TRAVEL EXPENSES						
571100 LODGING	1,039.50	38.50	693.00	66.67		346.50
571800 MEALS - TRAVEL STATUS	749.77		374.85	50.00		374.92
573100 STATE-OWNED TRANSPORT	70.00					70.00
574500 PERSONAL VEHICLE MILEAGE	2,548.84		1,398.24	54.86		1,150.60
575100 MISC TRAVEL EXPENSE	166.58		85.21	51.15		81.37
Major Account 570000 Total	4,574.69	38.50	2,551.30	55.77	0.00	2,023.39
BUDGETED EXPENDITURES TOTAL	160,265.52	12,374.99	111,485.85	69.56	0.00	48,779.67

SUMMARY BY FUND TYPE - EXPENDITURES

2 CASH FUNDS	160,265.52	12,374.99	111,485.85	69.56		48,779.67
BUDGETED EXPENDITURES TOTAL	160,265.52	12,374.99	111,485.85	69.56	0.00	48,779.67

BUDGETED FUND TYPES - REVENUES

470000 REVENUE - SALES AND CHARGES

475163 AMC REGISTERED NEW FEES	6,000.00-	2,000.00-	10,000.00-	166.67		4,000.00
475164 AMC APPLICATION FEES	1,050.00-		1,750.00-	166.67		700.00
475165 AMC REGISTERED RENEWAL	110,500.00-	10,200.00-	91,600.00-	82.90		18,900.00-
475166 FED REG AMC RPT FORM PROC FEES	700.00-	350.00-	700.00-	100.00		
476101 LATE PROCESSING FEES	275.00-	50.00-	525.00-	190.91		250.00
Major Account 470000 Total	118,525.00-	12,600.00-	104,575.00-	88.23	0.00	13,950.00-

480000 REVENUE - MISCELLANEOUS

481100 INVESTMENT INCOME	9,000.00-	504.03-	6,105.20-	67.84		2,894.80-
484500 REIMB NON-GOVT SOURCES	1,000.00-		1,031.23-	103.12		31.23
Major Account 480000 Total	10,000.00-	504.03-	7,136.43-	71.36	0.00	2,863.57-

490000 REVENUE - OTHER FINANCIAL SOURCES/U



STATE OF NEBRASKA
Department of Administrative Services
Accounting Division
Budget Status Report
As of 03/31/26

Agency 053 REAL PROPERTY APPRAISER BD
Division 000 Real Property App Bd
Program 079 APPRAISER LICENSING

Percent of Time Elapsed = 75.07

<u>ACCOUNT CODE DESCRIPTION</u>	<u>BUDGETED AMOUNT</u>	<u>CURRENT MONTH ACTIVITY</u>	<u>YEAR-TO-DATE ACTUALS</u>	<u>PERCENT OF BUDGET</u>	<u>ENCUMBERANCES</u>	<u>VARIANCE</u>
493200 OPERATING TRANSFERS OUT			100,000.00			100,000.00-
Major Account 490000 Total	<u>0.00</u>	<u>0.00</u>	<u>100,000.00</u>	<u>0.00</u>	<u>0.00</u>	<u>100,000.00-</u>
BUDGETED REVENUE TOTAL	<u>128,525.00-</u>	<u>13,104.03-</u>	<u>11,711.43-</u>	<u>9.11</u>	<u>0.00</u>	<u>116,813.57-</u>
SUMMARY BY FUND TYPE - REVENUE						
2 CASH FUNDS	128,525.00-	13,104.03-	11,711.43-	9.11		116,813.57-
BUDGETED REVENUE TOTAL	<u>128,525.00-</u>	<u>13,104.03-</u>	<u>11,711.43-</u>	<u>9.11</u>	<u>0.00</u>	<u>116,813.57-</u>

Fund	Program	Sub-Program	Account Number	Sub-ledger	Doc Number	Tran Date	Tran Type	Batch Type	Payee/Explanation	Batch Number	Posted Code	Month to Date
25310	079	000	53105018.471121.		663745	03/04/26	RC	RB	NRPAB DEPOSIT 260304	8161877		140.00-
25310	079	000	53105018.471121.		665208	03/13/26	RC	RB	NRPAB DEPOSIT 260313	8174488		35.00-
25310	079	000	53105018.471121.		665612	03/17/26	RC	RB	NRPAB DEPOSIT 260317	8177010		35.00-
25310	079	000	53105018.471121.		666827	03/24/26	RC	RB	NRPAB DEPOSIT 260324	8184568		200.00-
25310	079	000	53105018.471121.		667235	03/26/26	RC	RB	NRPAB DEPOSIT 260326	8188551		100.00-
Total for Object			471121 CONTINUING ED NEW FEES									510.00-
25310	079	000	53105018.475150.		666860	03/23/26	RC	RB	NRPAB APP EFW DEPOSIT 260323	8184503		320.00-
Total for Object			475150 CERTIFIED GENERAL NEW FEES									320.00-
25310	079	000	53105018.475152.		663745	03/04/26	RC	RB	NRPAB DEPOSIT 260304	8161877		45.25-
25310	079	000	53105018.475152.		664540	03/10/26	RC	RB	NRPAB DEPOSIT 260310	8169351		45.25-
Total for Object			475152 FINGERPRINT FEES									90.50-
25310	079	000	53105018.475154.		665016	03/11/26	RC	RB	NRPAB APP EFW DEPOSIT 260311	8173464		600.00-
25310	079	000	53105018.475154.		666860	03/23/26	RC	RB	NRPAB APP EFW DEPOSIT 260323	8184503		600.00-
Total for Object			475154 CERTIFIED GENERAL RENEWAL									1,200.00-
25310	079	000	53105018.475161.		665016	03/11/26	RC	RB	NRPAB APP EFW DEPOSIT 260311	8173464		420.00-
25310	079	000	53105018.475161.		666189	03/18/26	RC	RB	NRPAB APP EFW DEPOSIT 260318	8180140		140.00-
25310	079	000	53105018.475161.		666437	03/20/26	RC	RB	NRPAB DEPOSIT 260319	8181526		70.00-
25310	079	000	53105018.475161.		666860	03/23/26	RC	RB	NRPAB APP EFW DEPOSIT 260323	8184503		280.00-
25310	079	000	53105018.475161.		667869	03/30/26	RC	RB	NRPAB APP EFW DEPOSIT 260330	8192353		420.00-
Total for Object			475161 TEMPORARY CERTIFIED GENERAL									1,330.00-
25310	079	000	53105018.475234.		663745	03/04/26	RC	RB	NRPAB DEPOSIT 260304	8161877		170.00-
25310	079	000	53105018.475234.		664540	03/10/26	RC	RB	NRPAB DEPOSIT 260310	8169351		170.00-
25310	079	000	53105018.475234.		665016	03/11/26	RC	RB	NRPAB APP EFW DEPOSIT 260311	8173464		720.00-
25310	079	000	53105018.475234.		666189	03/18/26	RC	RB	NRPAB APP EFW DEPOSIT 260318	8180140		240.00-
25310	079	000	53105018.475234.		666437	03/20/26	RC	RB	NRPAB DEPOSIT 260319	8181526		120.00-
25310	079	000	53105018.475234.		666860	03/23/26	RC	RB	NRPAB APP EFW DEPOSIT 260323	8184503		480.00-
25310	079	000	53105018.475234.		667869	03/30/26	RC	RB	NRPAB APP EFW DEPOSIT 260330	8192353		720.00-
Total for Object			475234 APPLICATION FEES									2,620.00-
25310	079	000	53105018.476101.		665016	03/11/26	RC	RB	NRPAB APP EFW DEPOSIT 260311	8173464		100.00-
25310	079	000	53105018.476101.		666860	03/23/26	RC	RB	NRPAB APP EFW DEPOSIT 260323	8184503		100.00-
Total for Object			476101 LATE PROCESSING FEES									200.00-
25310	079	000	53105018.481100.		27624335	03/12/26	JE	G	OIP Feb 2026 2.4967%	8174526		643.99-

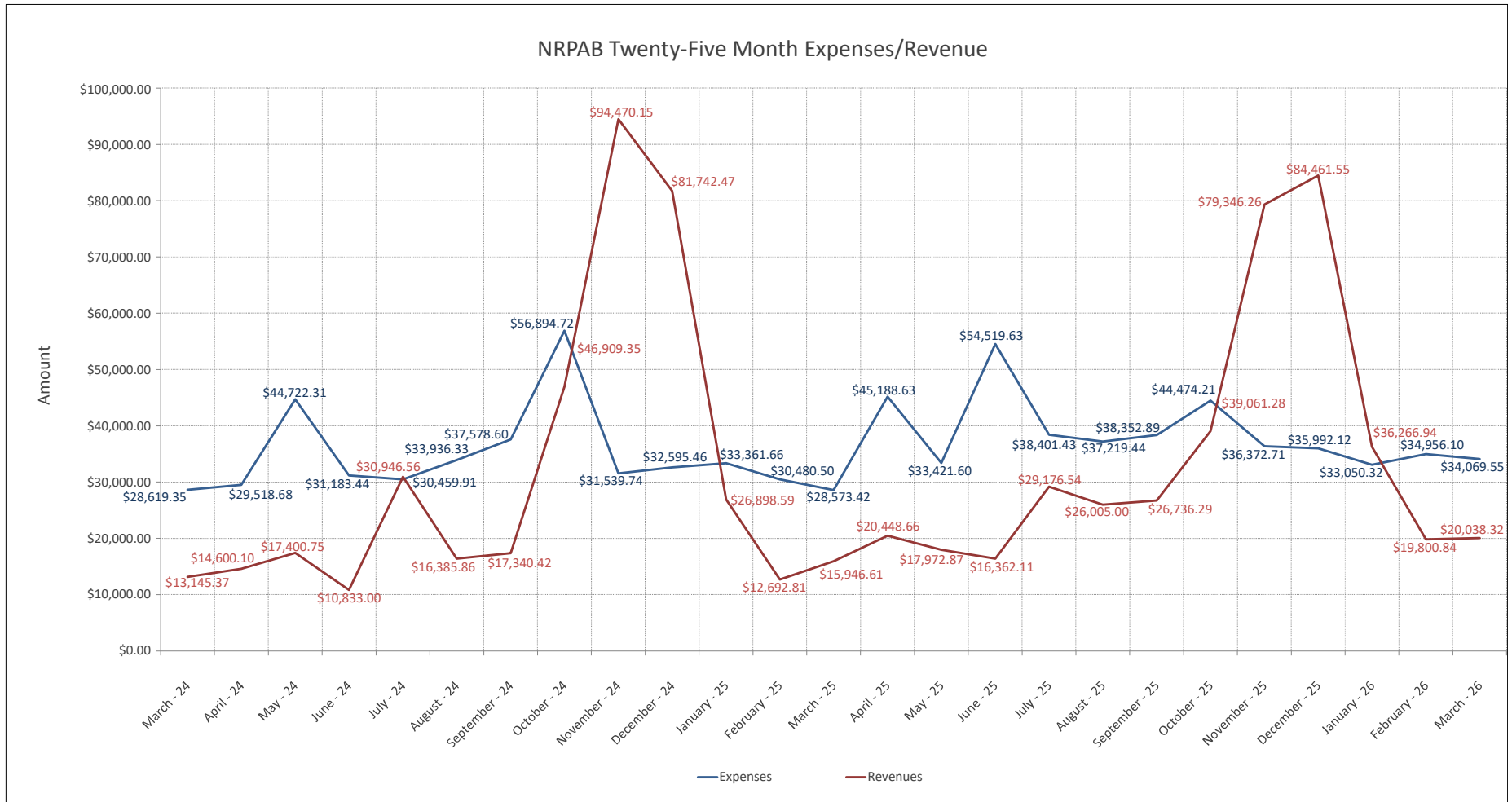
Fund	Program	Sub-Program	Account Number	Sub-ledger	Doc Number	Tran Date	Tran Type	Batch Type	Payee/Explanation	Batch Number	Posted Code	Month to Date
Total for Object			481100	INVESTMENT INCOME								663.79-
25310	079	000	53105018.511100.		3195772	03/04/26	T2	7	PAYROLL LABOR DISTRIBUTION	8155636		5,175.56
25310	079	000	53105018.511100.		3196083	03/18/26	T2	7	PAYROLL LABOR DISTRIBUTION	8171441		5,517.22
Total for Object			511100	PERMANENT SALARIES-WAGES								10,692.78
25310	079	000	53105018.511600.		3195772	03/04/26	T2	7	PAYROLL LABOR DISTRIBUTION	8155636		325.00
Total for Object			511600	PER DIEM PAYMENTS								325.00
25310	079	000	53105018.512100.		3195772	03/04/26	T2	7	PAYROLL LABOR DISTRIBUTION	8155636		189.19
25310	079	000	53105018.512100.		3196083	03/18/26	T2	7	PAYROLL LABOR DISTRIBUTION	8171441		500.28
Total for Object			512100	VACATION LEAVE EXPENSE								689.47
25310	079	000	53105018.512200.		3195772	03/04/26	T2	7	PAYROLL LABOR DISTRIBUTION	8155636		113.52
25310	079	000	53105018.512200.		3196083	03/18/26	T2	7	PAYROLL LABOR DISTRIBUTION	8171441		69.28
Total for Object			512200	SICK LEAVE EXPENSE								182.80
25310	079	000	53105018.512300.		3195772	03/04/26	T2	7	PAYROLL LABOR DISTRIBUTION	8155636		608.69
Total for Object			512300	HOLIDAY LEAVE EXPENSE								608.69
25310	079	000	53105018.515100.		3195773	03/04/26	T3	7	ACTUAL BURDEN JOURNAL ENTRIES	8155636		455.79
25310	079	000	53105018.515100.		3196084	03/18/26	T3	7	ACTUAL BURDEN JOURNAL ENTRIES	8171441		455.75
Total for Object			515100	RETIREMENT PLANS EXPENSE								911.54
25310	079	000	53105018.515200.		3195773	03/04/26	T3	7	ACTUAL BURDEN JOURNAL ENTRIES	8155636		431.32
25310	079	000	53105018.515200.		3196084	03/18/26	T3	7	ACTUAL BURDEN JOURNAL ENTRIES	8171441		404.66
Total for Object			515200	FICA EXPENSE								835.98
25310	079	000	53105018.515500.		3195773	03/04/26	T3	7	ACTUAL BURDEN JOURNAL ENTRIES	8155636		2,123.35
25310	079	000	53105018.515500.		3196084	03/18/26	T3	7	ACTUAL BURDEN JOURNAL ENTRIES	8171441		2,123.31
Total for Object			515500	HEALTH INSURANCE EXPENSE								4,246.66
25310	079	000	53105018.521100.		27640030	03/16/26	JE	G	POSTAGE DUE FEB 2026	8177463		124.96
Total for Object			521100	POSTAGE EXPENSE								124.96
25310	079	000	53105018.521400.		59794259	03/02/26	PV	V	AS - OCIO - COMMUNICATIONS	8155434		144.44
25310	079	000	53105018.521400.		59994824	03/13/26	PV	V	AS - OCIO - IMSERVICES	8175299		1,207.47
Total for Object			521400	CIO CHARGES								1,351.91

Fund	Program	Sub-Program	Account Number	Sub-ledger	Doc Number	Tran Date	Tran Type	Batch Type	Payee/Explanation	Batch Number	Posted Code	Month to Date
25310	079	000	53105018.521500.		27530272	03/02/26	JE	G	NRPAB CSI DESK NAMEPLATE	8154924		3.24-
Total for Object			521500 PUBLICATION & PRINT EXP									3.24-
25310	079	000	53105018.524600.		27544466	03/06/26	JE	G	RENT & LB530 MAR 2026 - OTHER	8157142		1,112.53
25310	079	000	53105018.524600.		59942737	03/10/26	PV	V	SECRETARY OF STATE	8171096		16.80
25310	079	000	53105018.524600.		27615856	03/10/26	JE	G	NRPAB RENT MAR 2026	8171118		389.39-
Total for Object			524600 RENT EXPENSE-BUILDINGS									739.94
25310	079	000	53105018.524900.		27544466	03/06/26	JE	G	RENT & LB530 MAR 2026 - OTHER	8157142		388.64
25310	079	000	53105018.524900.		27615856	03/10/26	JE	G	NRPAB RENT MAR 2026	8171118		136.02-
Total for Object			524900 RENT EXP-DEPR SURCHARGE									252.62
25310	079	000	53105018.531100.		2304895	03/11/26	OV	O	ODP BUSINESS SOLUTIONS LLC	8172663		28.46
25310	079	000	53105018.531100.		2304895	03/11/26	OV	O	ODP BUSINESS SOLUTIONS LLC	8172663		6.67
25310	079	000	53105018.531100.		2304895	03/11/26	OV	O	ODP BUSINESS SOLUTIONS LLC	8172663		12.47
Total for Object			531100 OFFICE SUPPLIES EXPENSE									47.60
25310	079	000	53105018.554900.		59942706	03/10/26	PV	V	NEBRASKA STATE PATROL	8171090		110.00
25310	079	000	53105018.554900.		59942737	03/10/26	PV	V	SECRETARY OF STATE	8171096		6.35
25310	079	000	53105018.554900.		59980200	03/12/26	PV	V	SPRACKLING REAL ESTATE SOLUTIO	8173857		500.00
Total for Object			554900 OTHER CONTRACTUAL SERVICES									616.35
25310	079	000	53105018.571100.		60008861	03/16/26	PV	V	CORNHUSKER HOTEL	8177700		71.50
Total for Object			571100 LODGING									71.50
Total for Business Unit		53105018	NE REAL PROPERTY APPRAISER									14,760.27
25320	079	000	53105200.475163.		664539	03/10/26	RC	RB	NRPAB AMC DEPOSIT 260310	8169368		2,000.00-
Total for Object			475163 AMC REGISTERED NEW FEES									2,000.00-
25320	079	000	53105200.475165.		663577	03/02/26	RC	RB	NRPAB AMC REN EFW DEP 260302	8159641		1,700.00-
25320	079	000	53105200.475165.		666190	03/18/26	RC	RB	NRPAB AMC REN EFW DEP 260318	8180163		5,100.00-
25320	079	000	53105200.475165.		666861	03/23/26	RC	RB	NRPAB AMC REN EFW DEP 260323	8184522		1,700.00-
25320	079	000	53105200.475165.		667871	03/30/26	RC	RB	NRPAB AMC REN EFW DEP 260330	8192370		1,700.00-
Total for Object			475165 AMC REGISTERED RENEWAL									10,200.00-
25320	079	000	53105200.475166.		665613	03/17/26	RC	RB	NRPAB AMC DEPOSIT 260317	8177037		350.00-
Total for Object			475166 FED REG AMC RPT FORM PROC FEES									350.00-

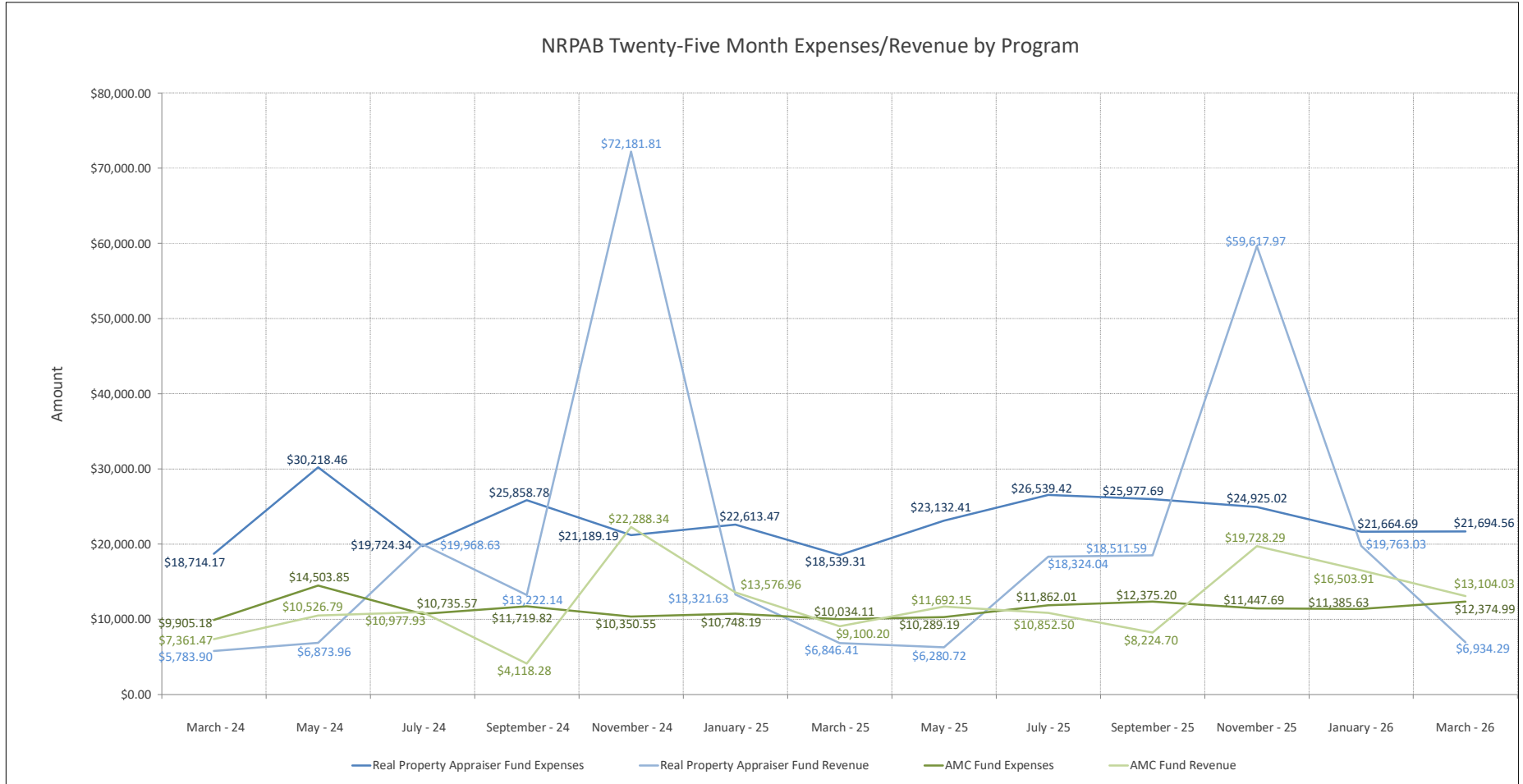
Fund	Program	Sub-Program	Account Number	Sub-ledger	Doc Number	Tran Date	Tran Type	Batch Type	Payee/Explanation	Batch Number	Posted Code	Month to Date
25320	079	000	53105200.476101.		666190	03/18/26	RC	RB	NRPAB AMC REN EFW DEP 260318	8180163		50.00-
Total for Object			476101 LATE PROCESSING FEES									50.00-
25320	079	000	53105200.481100.		27624335	03/12/26	JE	G	OIP Feb 2026 2.4967%	8174526		504.03-
Total for Object			481100 INVESTMENT INCOME									504.03-
25320	079	000	53105200.511100.		3195772	03/04/26	T2	7	PAYROLL LABOR DISTRIBUTION	8155636		2,786.86
25320	079	000	53105200.511100.		3196083	03/18/26	T2	7	PAYROLL LABOR DISTRIBUTION	8171441		2,971.42
Total for Object			511100 PERMANENT SALARIES-WAGES									5,758.28
25320	079	000	53105200.511600.		3195772	03/04/26	T2	7	PAYROLL LABOR DISTRIBUTION	8155636		175.00
Total for Object			511600 PER DIEM PAYMENTS									175.00
25320	079	000	53105200.512100.		3195772	03/04/26	T2	7	PAYROLL LABOR DISTRIBUTION	8155636		101.87
25320	079	000	53105200.512100.		3196083	03/18/26	T2	7	PAYROLL LABOR DISTRIBUTION	8171441		269.16
Total for Object			512100 VACATION LEAVE EXPENSE									371.03
25320	079	000	53105200.512200.		3195772	03/04/26	T2	7	PAYROLL LABOR DISTRIBUTION	8155636		61.12
25320	079	000	53105200.512200.		3196083	03/18/26	T2	7	PAYROLL LABOR DISTRIBUTION	8171441		37.23
Total for Object			512200 SICK LEAVE EXPENSE									98.35
25320	079	000	53105200.512300.		3195772	03/04/26	T2	7	PAYROLL LABOR DISTRIBUTION	8155636		327.77
Total for Object			512300 HOLIDAY LEAVE EXPENSE									327.77
25320	079	000	53105200.515100.		3195773	03/04/26	T3	7	ACTUAL BURDEN JOURNAL ENTRIES	8155636		245.42
25320	079	000	53105200.515100.		3196084	03/18/26	T3	7	ACTUAL BURDEN JOURNAL ENTRIES	8171441		245.46
Total for Object			515100 RETIREMENT PLANS EXPENSE									490.88
25320	079	000	53105200.515200.		3195773	03/04/26	T3	7	ACTUAL BURDEN JOURNAL ENTRIES	8155636		232.28
25320	079	000	53105200.515200.		3196084	03/18/26	T3	7	ACTUAL BURDEN JOURNAL ENTRIES	8171441		217.93
Total for Object			515200 FICA EXPENSE									450.21
25320	079	000	53105200.515500.		3195773	03/04/26	T3	7	ACTUAL BURDEN JOURNAL ENTRIES	8155636		1,143.37
25320	079	000	53105200.515500.		3196084	03/18/26	T3	7	ACTUAL BURDEN JOURNAL ENTRIES	8171441		1,143.41
Total for Object			515500 HEALTH INSURANCE EXPENSE									2,286.78
25320	079	000	53105200.521400.		59794259	03/02/26	PV	V	AS - OCIO - COMMUNICATIONS	8155434		77.78
25320	079	000	53105200.521400.		59994824	03/13/26	PV	V	AS - OCIO - IMSERVICES	8175299		1,623.66
Total for Object			521400 CIO CHARGES									1,701.44

Fund	Program	Sub-Program	Account Number	Sub-ledger	Doc Number	Tran Date	Tran Type	Batch Type	Payee/Explanation	Batch Number	Posted Code	Month to Date
25320	079	000	53105200.521500.		27530272	03/02/26	JE	G	NRPAB CSI DESK NAMEPLATE	8154924		3.24
Total for Object			521500 PUBLICATION & PRINT EXP									3.24
25320	079	000	53105200.524600.		59942737	03/10/26	PV	V	SECRETARY OF STATE	8171096		9.05
25320	079	000	53105200.524600.		27615856	03/10/26	JE	G	NRPAB RENT MAR 2026	8171118		389.39
Total for Object			524600 RENT EXPENSE-BUILDINGS									398.44
25320	079	000	53105200.524900.		27615856	03/10/26	JE	G	NRPAB RENT MAR 2026	8171118		136.02
Total for Object			524900 RENT EXP-DEPR SURCHARGE									136.02
25320	079	000	53105200.531100.		2304895	03/11/26	OV	O	ODP BUSINESS SOLUTIONS LLC	8172663		15.33
25320	079	000	53105200.531100.		2304895	03/11/26	OV	O	ODP BUSINESS SOLUTIONS LLC	8172663		3.59
25320	079	000	53105200.531100.		2304895	03/11/26	OV	O	ODP BUSINESS SOLUTIONS LLC	8172663		6.71
Total for Object			531100 OFFICE SUPPLIES EXPENSE									25.63
25320	079	000	53105200.554900.		59942706	03/10/26	PV	V	NEBRASKA STATE PATROL	8171090		110.00
25320	079	000	53105200.554900.		59942737	03/10/26	PV	V	SECRETARY OF STATE	8171096		3.42
Total for Object			554900 OTHER CONTRACTUAL SERVICES									113.42
25320	079	000	53105200.571100.		60008861	03/16/26	PV	V	CORNHUSKER HOTEL	8177700		38.50
Total for Object			571100 LODGING									38.50
Total for Business Unit		53105200	AMC LICENSING									729.04-
Total for Division		000										14,031.23
Total for Agency		053	REAL PROPERTY APPRAISER BD									14,031.23

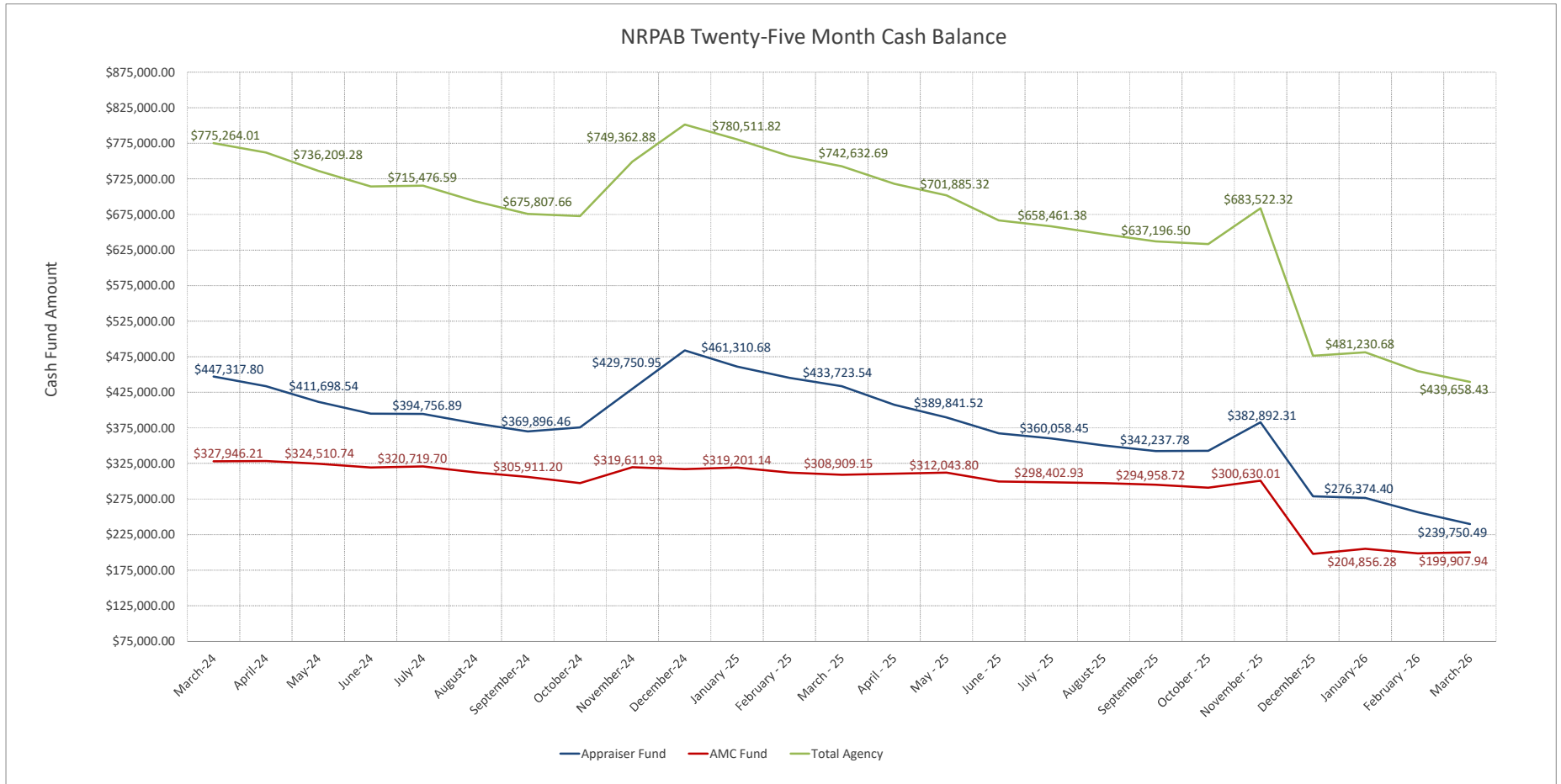
Financial Report and Considerations - Financial Charts



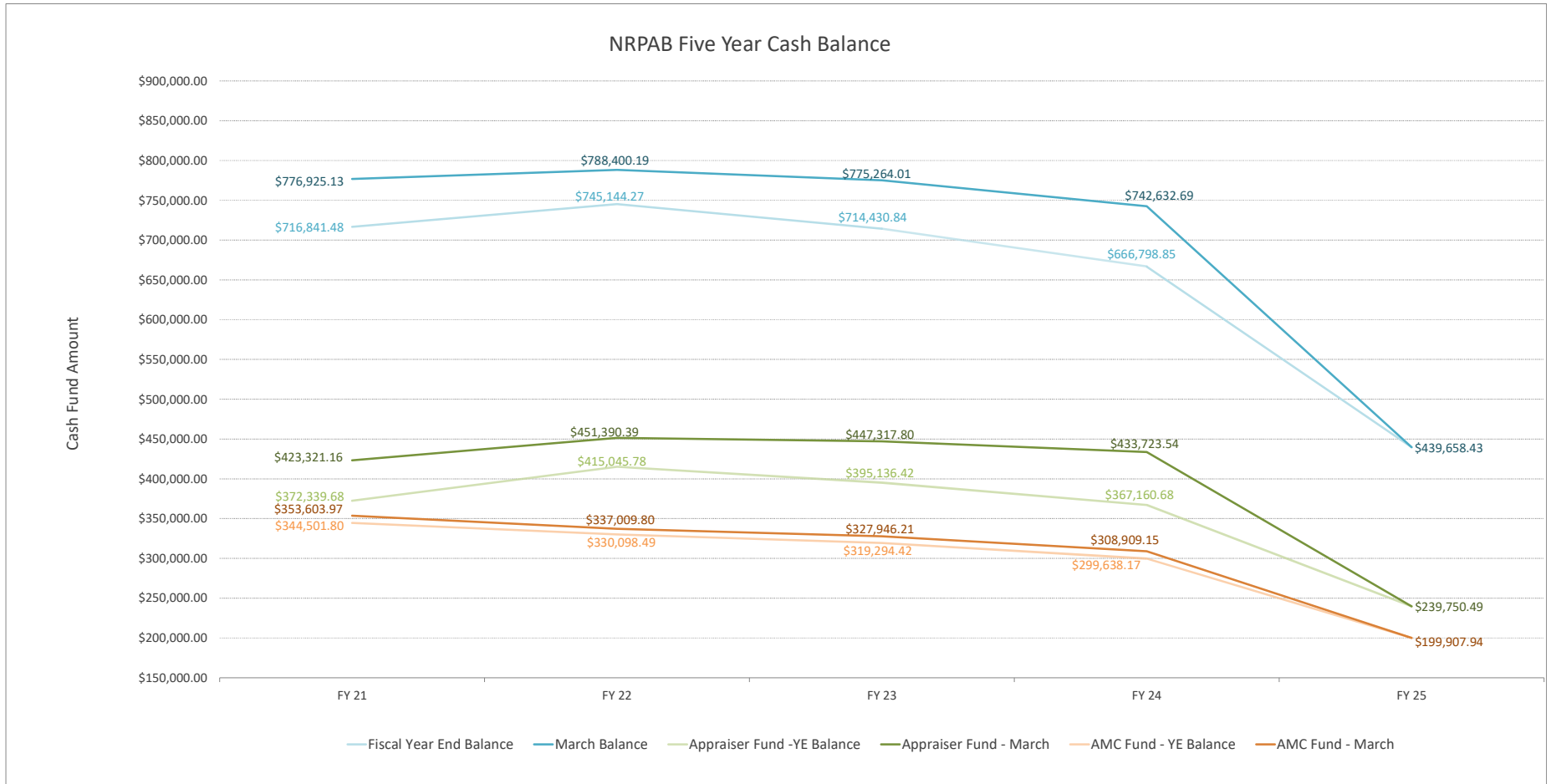
Financial Report and Considerations - Financial Charts



Financial Report and Considerations - Financial Charts



Financial Report and Considerations - Financial Charts



Agency 053 REAL PROPERTY APPRAISER BD
Division 000 Real Property App Bd
Program 079 APPRAISER LICENSING

Percent of Time Elapsed = 75.07

<u>ACCOUNT CODE DESCRIPTION</u>	<u>BUDGETED AMOUNT</u>	<u>CURRENT MONTH ACTIVITY</u>	<u>YEAR-TO-DATE ACTUALS</u>	<u>PERCENT OF BUDGET</u>	<u>ENCUMBERANCES</u>	<u>VARIANCE</u>
<u>BUDGETED FUND TYPES - EXPENDITURES</u>						
520000 OPERATING EXPENSES						
521400 CIO CHARGES	116,777.25	3,042.25	57,660.50	49.38		59,116.75
522200 CONFERENCE REGISTRATION	1,300.00		1,350.00	103.85		50.00-
Major Account 520000 Total	118,077.25	3,042.25	59,010.50	49.98	0.00	59,066.75
570000 TRAVEL EXPENSES						
571100 LODGING	2,538.00		1,041.28	41.03		1,496.72
571800 MEALS - TRAVEL STATUS	510.00		197.05	38.64		312.95
574500 PERSONAL VEHICLE MILEAGE	1,377.00		955.50	69.39		421.50
Major Account 570000 Total	4,425.00	0.00	2,193.83	49.58	0.00	2,231.17
BUDGETED EXPENDITURES TOTAL	122,502.25	3,042.25	61,204.33	49.96	0.00	61,297.92
<u>SUMMARY BY FUND TYPE - EXPENDITURES</u>						
4 FEDERAL FUNDS	122,502.25	3,042.25	61,204.33	49.96		61,297.92
BUDGETED EXPENDITURES TOTAL	122,502.25	3,042.25	61,204.33	49.96	0.00	61,297.92

Agency 053 REAL PROPERTY APPRAISER BD
Division 000 AGENCY DEFINED DIVISION
Grant SSG2024NE01

STATE OF NEBRASKA
MTD General Ledger Detail
All Objects
As of 03/31/26

Fund	Program	Sub-Program	Account Number	Sub-ledger	Doc Number	Tran Date	Tran Type	Batch Type	Payee/Explanation	Batch Number	Posted Code	Month to Date
40000	079	000	53105400.521400.		59994824	03/13/26	PV	V	AS - OCIO - IMSERVICES	8175299		3,042.25
Total for Object			521400 CIO CHARGES									3,042.25
Total for Business Unit		53105400	ASC GRANT									3,042.25
Total for Division		000										3,042.25
Total for Agency		053	REAL PROPERTY APPRAISER BD									3,042.25



Agenda Item Summary

Prepared By: Tyler Kohtz

Title: Director

Date: 4/13/2026

Agenda Section: Financial Report and Considerations

Agenda Item Identification Number:

Subject: HP OfficeJet Pro 9125e Wireless All-in-One Color Inkjet Printer.

Description: Approval of transfer of funds for printer in new Director's Office

SUMMARY

Approval for funding in the amount of \$219.89 requested to be transferred from Lodging (571100) to Personal Computing Equipment (532200) for the purchase of one HP OfficeJet Pro 9125e Wireless All-in-One Color Inkjet Printer (Exhibit #1) for Director's Office to replace current Canon printer. DAS Buildings Division indicated that the current printer will not fit the area designated for access to printer port as the maximum height is exceeded.

RELEVANT LAWS/RULES/GUIDANCE DOCUMENTS/INTERNAL PROCEDURES

None

DISCIPLINARY/WRITTEN ADVISORY HISTORY

None

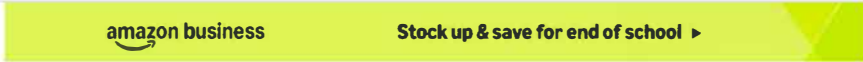
EXHIBITS

See attached .

Guided Buying

Group: Real Property Appraiser Board Mark product as preferred Manage Buying policies

All Electronics Deals Best Sellers TV & Video Audio & Home Theater Computers Camera & Photo Wearable Technology Car Electronics & GPS Portable Audio Cell Phones Office Electronics Musical Instruments New Arrivals Trade-In



Office Products > Office Electronics > Printers & Accessories > Printers > Inkjet Printers



Click to see full view

Ask Rufus

- Does it work without an internet connection? Can I use third-party ink cartridges? How loud is it when printing? Why you might like this Compare with similar Ask something else



Visit the HP Store

HP OfficeJet Pro 9125e Wireless All-in-One Color Inkjet Printer, Print, scan, copy, fax, ADF, Duplex printing best-for-office, 3 month Instant Ink trial included, AI-enabled (403X0A)

3.5 (3,384) Search this page

5K+ bought in past month

-29% \$219.89

List Price: \$309.99

Prefer to be invoiced for your order? Choose Pay by Invoice as your payment method at checkout.

prime Tomorrow FREE Returns

WORKS WITH ALEXA Add voice control by combining with an Alexa device



Total Price: \$319.88

Add both to Cart

See Less

Table with 2 columns: Attribute (Brand, Included Components, Specific Uses For Product) and Value (HP, HP OfficeJet Pro 9125e AiO Printer, Office)

\$219.89

prime Tomorrow FREE Returns

FREE delivery Tomorrow, April 14 to Lincoln 68502. Order within 3 hrs 4 mins

Shorter shipping distance

In Stock

Quantity: 1

Add to cart

Need more than 46 units?

Request for Quote

Secure transaction

Ships from and sold by Amazon.com.

Return policy: FREE 30-day refund/replacement

Support: Product support included

This item has been tested to certify it can ship safely in its original box or bag to avoid unnecessary packaging. Since 2015, we have reduced the weight of outbound packaging per shipment by 41% on average, that's over 2 million tons of packaging material.

If you still require Amazon packaging for this item, choose "Ship in Amazon packaging" at checkout.

Add a Protection Plan: J.22

See more

About this item

- The OfficeJet Pro 9125e is perfect for offices printing professional-quality color documents like presentations, brochures and flyers. Print speeds up to 18 ppm color, 22 ppm black.
- PERFECTLY FORMATTED PRINTS WITH HP AI – Print web pages and emails with precision—no wasted pages or awkward layouts; HP AI easily removes unwanted content, so your prints are just the way you want
- UPGRADED FEATURES – Fast color printing, copy, fax, auto 2-sided printing and scanning, auto document feeder, and a 250-sheet input tray
- WIRELESS PRINTING – Stay connected with our most reliable dual-band Wi-Fi, which automatically detects and resolves connection issues
- 3 MONTHS OF INSTANT INK WITH HP+ ACTIVATION – Subscribe to Instant Ink delivery service to get ink delivered directly to your door before you run out. After 3 months, monthly fee applies unless cancelled.
- HP APP – Print, scan, copy, or fax right from your smartphone, PC, or tablet with the easiest-to-use print app
- PROTECTS YOUR DATA – Built-in HP Wolf Pro Security uses a powerful suite of customizable tools that boosts security and helps keep networks protected against cyber threats and malware

▼ Show more

› See more product details

Top reviews for business

A Lifetime Reader

★★★★☆ Verified Purchase

READ THIS BEFORE BUYING

Reviewed in the United States on September 4, 2024

Based on online recommendations, I started using the 9125e in September 2024 as a replacement for my HP Officejet Pro 8600 Plus All-in-one printer that worked well for a dozen years. There is not much noticeable difference to me in start time before printing and quality of printing, but I have not been happy with t...

[Read full review](#)

1
2
3

Offers also available from [certified small and diverse sellers](#). Details

[Report an issue with this product or seller](#)

Consider a similar item

[Epson EcoTank ET-2800 Wireless Color All-in-One Cartridge-Free Supertank with Scan and Copy, The Ideal Basic Home Printer - Black](#)

★★★★☆ (19906)

\$239.99 [prime](#)

2 sustainability features

- [3-Year B2B Office Equipment Protection Plan for \\$37.99](#)
- [4-Year B2B Office Equipment Protection Plan for \\$49.99](#)
- This is a gift

Add to Auto Buy

Save this item

Add to List

Other sellers on Amazon

New & Used (22) from **\$219.89** >

prime FREE One-Day

Buy this product as Renewed and save \$49.90 off the current New price.



HP OfficeJet Pro 9125e Wireless All-in-One Color Inkje...

\$169.99 FREE delivery for Prime members

Works and looks like new and backed by the Amazon Renewed Guarantee

Customers also bought

Based on products customers bought together



+



+



Total price: \$695.67

Add all 3 to Cart

This item: HP OfficeJet Pro 9125e Wireless All-in-One Color Inkjet Printer, Print, scan, copy, ...
3.5★☆☆☆☆ 3,384
-29% \$219⁸⁹
List: \$309.99

Sponsored ⓘ
HP OfficeJet Pro 9135e Wireless All-in-One Color Inkjet Printer, Print, scan, copy, fax, ADF, Dupl...
3.8★☆☆☆☆ 1,108
-23% \$329⁸⁹
List: \$429.99
✓prime

Sponsored ⓘ
HP 936 Black, Cyan, Magenta, Yellow Ink Cartridges (4-Pack) | Works with OfficeJet 9120, Pro...
4.6★☆☆☆☆ 1,595
\$145⁸⁹ (\$36.47/count)
✓prime

More from frequently bought brands Sponsored ⓘ

Page 1 of 30



HP OfficeJet Pro 8139e Wireless All-in-One Color Inkjet Printer, Print, scan, copy, ...
★★★★☆ 1,908
-18% \$229⁸⁹
List: \$279.99
✓prime



HP OfficeJet Pro 9135e Wireless All-in-One Color Inkjet Printer, Print, scan, copy, ...
★★★★☆ 1,108
-23% \$329⁸⁹
List: \$429.99
✓prime



HP OfficeJet Pro 8135e Wireless All-in-One Color Inkjet Printer, Print, scan, Copy, ...
★★★★☆ 3,554
✓prime



HP Smart Tank Plus 570 Wireless All-in-One Ink Tank Printer with up to 2 Years of l...
★★★★☆ 2,210
-12% \$219⁸⁹
List: \$249.99
✓prime

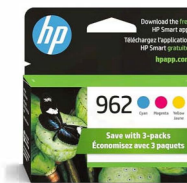


HP 936 Black, Cyan, Magenta, Yellow Ink Cartridges (4-Pack) | Works with OfficeJet ...
★★★★☆ 1,595
\$145⁸⁹ (\$36.47 / count)
✓prime



Canon MegaTank MAXIFY GX2020 All-in-One Wireless Color Printer – Print, Copy, ...
★★★★☆ 829
-20% \$329⁰⁰
List: \$419.99
✓prime

♻️ 1 sustainability feature



HP 962 Cyan, Magenta, Yellow Ink Cartridges | Works with OfficeJet 9010, 9020 | Eli...
★★★★☆ 12,097
\$85⁸⁹ (\$28.63 / count)
✓prime

Products related to this item Sponsored ⓘ

Page 1 of 58





HP 936 Black, Cyan, Magenta, Yellow Ink Cartridges (4-Pack) | Works with OfficeJet ...

★★★★☆ 1,595

\$145⁸⁹ (\$36.47 / count)

✓prime



HP 962 Cyan, Magenta, Yellow Ink Cartridges | Works with OfficeJet 9010, 9020 | Eli...

★★★★☆ 12,097

\$85⁸⁹ (\$28.63 / count)

✓prime



952XL Ink Cartridges Compatible For HP 952 XL Ink Cartridges Combo Pack Ink 952 xl ...

★★★★☆ 16

-7% \$139⁹⁹

List Price: ~~\$149.99~~

✓prime



HP 952XL Black + 952 Cyan, Magenta, Yellow Ink | Works with Printer Series: OfficeJ...

★★★★☆ 24,666

\$167⁸⁹ (\$41.97 / count)

✓prime



HP OfficeJet Pro 9135e Wireless All-in-One Color Inkjet Printer, Print, scan, copy,...

★★★★☆ 1,108

-23% \$329⁸⁹

List: ~~\$429.99~~

✓prime



HP OfficeJet Pro 8135e Wireless All-in-One Color Inkjet Printer, Print, scan, Copy,...

★★★★☆ 3,554

✓prime



HP OfficeJet Pro 8139e Wireless All-in-One Color Inkjet Printer, Print, scan, copy,...

★★★★☆ 1,908

-18% \$229⁸⁹

List: ~~\$279.99~~

✓prime

Product Description

The HP OfficeJet Pro 9125e delivers fast color printing, 250-sheet paper capacity, and duplex scanning and copying. It's AI-enabled to intuitively adapt to your workflow, with wireless and security features that keep your multifunction printer up to date and secure.

Product information

Additional details		Item details	
Printer Type	Inkjet	Brand	HP
Other Special Features of the Product	2.7" Touch Screen, 250 Sheet Paper Tray, Auto Document Feeder, Double Sided Scanning	Model Name	New Version
Printer Output Type	Color	Model Number	403X0A#B1H
Item Weight	20.48 Pounds	Built-In Media	HP OfficeJet Pro 9125e AiO Printer; HP 936 Setup Black Ink Cartridge; HP 936 Setup Cyan Ink Cartridge; HP 936 Setup Magenta Ink Cartridge; HP 936 Setup Yellow Ink Cartridge; Regulatory Flyer; Ink Caution Flyer; Power Cord; Setup Poster; Reference Guide [For more information about fill and yield, see http://www.hp.com/go/learnaboutsupplies]
Item Dimensions D x W x H	13.48"D x 17.3"W x 10.94"H	Series Number	9120
Controller Type	Android	Model Series	9120
Print media	Paper (plain)	Specific Uses For Product	Office
Scanner Type	Easy slide-off glass, dual pass 2-sided ADF	UPC	196337284807
Maximum Copy Speed Black and White	21 ppm	Item Type Name	Inkjet printers
Display Type	touchscreen	Manufacturer	HP
Compatible Devices	Laptops, PC, Smartphones	Unit Count	1.0 Count
Warranty Type	One-Year limited hardware warranty with option to extend to two-years with acceptance of HP+ Offer. For more information, please visit us at support.hp.com	Warranty Description	One-Year limited hardware warranty with option to extend to two-years with acceptance of HP+ Offer. For more information, please visit us at support.hp.com
Maximum Copies Per Run	Up to 99 copies	Best Sellers Rank	#681 in Office Products (See Top 100 in Office Products) #9 in Inkjet Computer Printers
Ink Color	Black, cyan, magenta, yellow		
Resolution	1200 x 1200		
Additional Printer Functions	All In One		
Control Method	App		

Compatible Cartridge	HP Instant Ink Compatible Cartridges
----------------------	--------------------------------------

Number of Trays	1
-----------------	---

Processor Count	1
-----------------	---

Paper Handling

Maximum Media Size	8.5 x 11.7 in
--------------------	---------------

Maximum Sheet Capacity	250
------------------------	-----

Paper Size	8.5 x 11;8.27 x 11.7;8.5 x 14;7.16 x 10.12; Inches
------------	--

Output sheet capacity	250
-----------------------	-----

Connectivity

Printer Connectivity Type	Ethernet, USB, Wireless
---------------------------	-------------------------

Hardware Interface	Ethernet, USB
--------------------	---------------

Number of Ethernet Ports	1
--------------------------	---

Total USB 2.0 Ports	1
---------------------	---

Total Usb Ports	1
-----------------	---

Copy Resolution

Warranty & Support

Amazon.com Return Policy: **Amazon.com Voluntary 30-Day Return Guarantee:** You can return many items you have purchased within 30 days following delivery of the item to you. Our Voluntary 30-Day Return Guarantee does not affect your legal right of withdrawal in any way. You can find out more about the exceptions and conditions [here](#).


Manufacturer's warranty can be requested from customer service. [Click here](#) to make a request to customer service.

Feedback

Would you like to [tell us about a lower price?](#)

Product Videos

ASIN	B0CFM82NS2
------	------------

Customer Reviews	3.5  (3,384) 3.5 out of 5 stars
------------------	---

UNSPSC Code	43212100 (Computer printers) Report an incorrect code
-------------	---

Print Speed

Color Pages per Minute	18 ppm
------------------------	--------

B&W Pages per Minute	22 ppm
----------------------	--------

Initial Page Print Time	11 Seconds
-------------------------	------------

Color

Color	Cement
-------	--------

Color Depth	24 Bits
-------------	---------

Print Resolution

Maximum print Resolution Color	Up to 4800 x 1200 optimized dpi on HP Advance Photo Paper 1200 x 1200 dpi input Dots Per Inch
--------------------------------	---

Maximum Print Resolution Black and White	1200 x 1200 rendered dpi Dots Per Inch
--	--

Power

Power Consumption	5.06 Watts
-------------------	------------

Wattage	100 watts
---------	-----------

Duplex Printing

Dual-sided printing	Yes
---------------------	-----

Duplex	Automatic
--------	-----------



Krash

Customer Review: Easy to use | See Full Review



Videos for this product



Customer Review: Easy to use
Krash



Review of hp inkjet printer officejet pro 8025e
Spectacular Serendipit...



Is HP OfficeJet Pro 9125e worth it for small businesses?
Karina



Inkjet vs Ink Tank Printers What's the Best Home Option for You?
Product Talks



All in One Printer for Home, Classroom, or Office Use
Brittany B



All-in-one printer/scanner/fax/copier is ideal for WFH!



HP OfficeJet Pro 9125e Wireless All-in-One Color Inkjet Printer, Print, scan,...

★★★★☆ 3384

\$219.89 ✓prime



Sponsored
HP OfficeJet Pro 950XL and 951XL Ink Cartridges Combo Pack Replacement for HP 950...

★★★★☆ 80

\$215.8 ✓prime



Sponsored
HP OfficeJet Pro 9135e Wireless All-in-One Color Inkjet Printer, Print, scan,...

★★★★☆ 1108

\$329.89 ✓prime

Looking for specific info?

Ask Rufus or search reviews and Q&A



Does it work without an internet connection?

Can I use third-party ink cartridges?

How loud is it when printing?

What's the paper output tray capacity?

Do I need the HP app to scan documents?

From the manufacturer



OfficeJet Pro 9125e
All-in-One Printer

Print like a Pro.

Perfect for Office and
Hybrid Workspace





Save money, save time, never run out.



Savings
Unlock up to 50% savings on ink



Flexibility
Change, pause or cancel anytime



Affordability
Only pay for what you print



Convenience
Ink is delivered automatically only when you need it



What's in the box

- HP OfficeJet Pro 9125e AiO Printer; HP 936 Setup Black Ink Cartridge; HP 936 Setup Cyan Ink Cartridge; HP 936 Setup Magenta Ink Cartridge; HP 936 Setup Yellow Ink Cartridge; Regulatory Flyer; Ink Caution Flyer; Power Cord; Setup Poster; Reference Guide [For more information about fill and yield, see <http://www.hp.com/go/learnaboutsupplies>]

Top Brand: HP

Highly Rated

100K+ customers rate items from this brand highly

Trending

100K+ orders for this brand in past 3 months

Low Returns

Customers usually keep items from this brand

Compare with similar items

This Item



Recommendations



HP OfficeJet Pro 9125e Wireless All-in-One Color Inkjet Printer, Print, scan, copy, fax, ADF, Duplex printing best-for-office, 3 month Instant Ink tri...

Add to cart

HP Envy 6165e Wireless All-in-One Color Inkjet Printer, Portobello, Print, scan, Copy, Duplex Printing Best-for-Home, 3 Month Instant Ink Tri...

Add to cart

HP OfficeJet Pro 9720e Wide Format Wireless All-in-One Color Inkjet Printer, Print, scan, Copy, ADF, Duplex Printing Best for Office, 3 Month...

Add to cart

HP 403X0A#B1H OfficeJet Pro 9125e All-in-One Printer, Color, Touchscreen Smart Advance Scan (Renewed)

Add to cart

Price	-29% \$219 ⁸⁹ List: \$309.99	\$84 ⁹⁹	\$349 ⁹⁹	\$199 ⁰⁰
Customer Ratings	3.5 ★★★★★☆ 3,384	4.6 ★★★★★☆ 10	4.0 ★★★★★☆ 121	4.0 ★★★★★☆ 10
Sold By	Amazon.com	Renew4Me	Amazon.com	TechGigs
Printer Output	Color	Color	Color	Color
Printer Technology	Inkjet	Inkjet	HP Thermal Inkjet	Inkjet
Paper Size	8.5 x 11;8.27 x 11.7;8.5 x 14;7.16 x 10.12;	3 x 5 to 8.5 x 12 in; Duplex:3 x 5.5 to 8.5 x 11.7 in	8.5 x 11;8.27 x 11.7;8.5 x 14;7.16 x 10.12;11 x 17;11.69 x 16.54;	8.5 x 11;8.27 x 11.7;8.5 x 14;7.16 x 10.12;
Print Media Type	paper plain	paper plain, glossy photo paper	unknown, glossy photo paper	paper plain
Max Input Sheets	250	100	250	250
Connectivity Tech	Wireless, USB, Ethernet	Wi-Fi, Ethernet, Bluetooth	Apple AirPrint; Wireless direct printing; Wireless (Wi-Fi); Ethernet networking; USB	Wireless, USB, Ethernet
Compatible Devices	PC, Laptops, Smartphones	Printer	PC, Laptops, Smartphones	PC, Laptops, Smartphones
Duplex	Automatic	Automatic	Automatic (A4/Letter)	Automatic
Memory Capacity	512 MB	—	512 MB	512 MB
Scanner Type	Easy slide-off glass, dual pass 2-sided ADF	Flatbed	Flatbed	Easy slide-off glass, dual pass 2-sided ADF
Hardware Interface	usb, ethernet	—	usb, ethernet	usb, ethernet

Related products with free delivery Sponsored



962XL Ink Cartridges Combo Pack Replacement for HP 962 Ink Cartridges...
★★★★★ 2
-5% \$151⁹⁹
List Price: ~~\$159.99~~
✓prime



952XL Ink Cartridges Combo Pack Compatible for HP 952XL Ink Cartridges Combo...
★★★★★ 25
Limited time deal
-25% \$79⁹⁷
(\$19.99 / count)
List: ~~\$105.99~~
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952XL Ink Cartridges Combo Pack Replacement for HP 952XL 952 XL Ink...
★★★★★ 6
\$139⁹⁹ (\$35.00 / count)
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962XL Ink Cartridges Combo Pack Replacement for HP hp962 962 XL Ink...
★★★★☆ 409
-20% \$55⁹⁹
(\$14.00 / count)
Typical: ~~\$69.99~~
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HP OfficeJet Pro 9135e Wireless All-in-One Color Inkjet Printer, Print, scan, copy,...
★★★★☆ 1,108
-23% \$329⁹⁹
List: ~~\$429.99~~
✓prime




HP OfficeJet Pro 8135e Wireless All-in-One Color Inkjet Printer, Print, scan, Copy,...
★★★★★ 3,554
✓prime




952XL Ink Cartridges Compatible For HP 952 XL Ink Cartridges Combo Pack Ink 952 xl...
★★★★☆ 16
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List Price: ~~\$149.99~~
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Similar brands on Amazon


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Replacement for HP 936 936e 936XL I...

4.5  3

\$79.99




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Remanufactured for HP 952 XL Ink...


4.4  257

24% off Limited time deal


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910XL Cyan, Magenta, Yellow / 910XL
Black Ink Cartridges (4-Pack) | Works...

3.1  18

\$22.49 Typical: ~~\$24.99~~



HP Sprock
Instant Ph

3.9 

\$149.99

Customer reviews

 3.5 out of 5

3,384 global ratings



How customer reviews and ratings work 

Customers say

Customers find the printer's print speed fast and appreciate its seamless wireless connectivity. However, the print quality and reliability receive mixed feedback, with some praising its sharp output while others report it as the worst they've used. Setup experiences are divided between those who find it super easy to set up and those who find it extremely difficult. Moreover, connectivity issues are common, with reports of wireless connections dropping for no apparent reason. Additionally, customers disagree on the ink price, with some finding it good value while others consider it absurdly expensive. The noise level is also a concern, with customers noting it's louder than expected.

 Generated from the text of customer reviews

Select to learn more

-  [Print speed](#) (276)
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-  [Setup](#) (450)
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-  [Printability](#) (196)
-  [Noise level](#) (124)

Reviews with images

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Top reviews from the United States

 J. Burth

 **Great all-in-one machine at an economical price**

Reviewed in the United States on October 4, 2024

Verified Purchase

I wasn't expecting a lot from the OfficeJet Pro 9125e. I've had several other home printers in the past, including a laser printer (great because it uses dry toner which doesn't have the issues an inkjet printer typically has, but is only able to print black and white). I've had several inkjet printers, but they all end up

having clogged print heads or something that renders them useless after a short amount of time. I thought I'd give this a try, as it could replace my other printers.

It's meant for a small office, as it has pretty high duty cycles. I don't print a lot; usually recipes, legal documents, and coupons. I may start printing some newsletters for an organization I'm in, so this may work out well. It can print borderless pages, which would make some nice newsletters!

Setting up the printer was fairly straight-forward. The printer was packaged nicely, in a bag with a handle that allows you to pull it from the box easily. The included quick-start guide tells you to plug it in, turn it on, select a language and country, and then go to a URL to set the printer up on your computer or phone

wirelessly

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146 people found this helpful

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Occasional Buyer WGH

★☆☆☆☆ **UPDATE: The set-up was horrendous, but operating is virtually impossible.**

Reviewed in the United States on February 21, 2024

Verified Purchase

Remember the days of plug and play? Well they are over if you purchase this printer. It is a direct line into your wallet if you want to do anything. You must pay to have wireless printing. You must pay per page if you use too much ink. You can ONLY use HP ink; so even if you want to take the risk you cannot. Every feature is a problem to enable. I've yet to find a solution to having faxes go to a file and NOT print. (I think that is a feature only available for more MONEY).

This printer is noisier than the old dot matrix printers. The scan quality is significantly lacking (only 300dpi). Paper handling works occasionally - and stuck pages are easily destroyed and challenging at best to retrieve. The touch screen is so small you might need a child to make selections (otherwise you will find yourself trying multiple times to get what you intended).

And if you just want to USB it to your desktop you are in big trouble. HP Big Brother NEEDS to be connected to this printer for almost any function to work. Seamless is a word that HP has removed from its vocabulary (as is plug-and-play, simple, cost effective, user friendly, customer-oriented, etc.)

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335 people found this helpful

[Helpful](#) | [Report](#)

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Top reviews from other countries

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Ashkar

★☆☆☆☆ **Return not available bad option printer**

Reviewed in the United Arab Emirates on September 19, 2025

Verified Purchase

Very bad item

Report



Amazon Customer

★★★★★ **Works very good**

Reviewed in Mexico on December 21, 2025

Verified Purchase

Works perfectly

Report



Roberto Robie

★★★★☆ **Cumple con lo que promete.**

Reviewed in Mexico on March 2, 2025

Verified Purchase

Todo muy bien, excelente calidad de intensión. lo único que no me gusta es que aunque si imprime en tamaño oficio, solo escanea documentos en tamaño carta. Everything is fine, excellent quality of printing. The only thing I don't like is that although it does print in legal size, it only scans letter-sized documents.

Report

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NRPAB New Location Site Visit (500 S 16th St)

Front Entrance



Entering Second Floor

Visual upon entering.



Immediately to the right is the shared conference room and kitchen area.



Bathrooms and water fountains are located next to the conference room.



Past the bathrooms are the stairwell and elevator.

NRPAB Space

Director Office Space



Size is roughly 14 x 12



Location of Director's Office Light Switch



Internet Hookups and Outlet for Director's Office



Note: Director ethernet connection will be shared with Flex Room



Additional Outlets

Storage Area and Flex Room





Additional Information

Staff ethernet cable will come through the ceiling and be shared. Photos of the conference room were not taken, however, it runs along the length of the kitchen area. Additionally, it appears that we have our own thermostat.

Office Relocation Schedule:

- Friday, July 17, 2026 – Staff to remote work
- Monday, July 27, 2026 – Staff to return to office at new location



← PRESIDENTIAL ACTIONS

PROMOTING ACCESS TO MORTGAGE CREDIT

Executive Orders

March 13, 2026

By the authority vested in me as President by the Constitution and the laws of the United States of America, it is hereby ordered:

Section 1. Purpose. Every American seeking to buy a home should have access to a mortgage from a reliable lender, at a rate commensurate with his or her creditworthiness. Over the past two decades, however, statutory and regulatory changes — including rules adopted under the Dodd-Frank Act, Public Law 111-203, and subsequent rulemakings — have increased the compliance costs of mortgage origination and servicing and distorted the structure of the mortgage market. These burdens have contributed to a significant decline in bank participation in mortgage lending. Community banks, generally institutions with fewer than \$30 billion in assets, have been especially affected. The regulatory and rule changes have undermined community banks' businesses, concentrated credit and liquidity risk outside the banking system, and resulted in reduced access to credit for some creditworthy borrowers, including rural households and low- and moderate-income households. My Administration will reduce these regulatory burdens to ensure that these creditworthy borrowers can access the capital required to purchase a home. It is the policy of the United States to improve the availability and affordability of mortgage credit; tailor rules for community banks and “smaller banks” (banks with assets fewer than \$100 billion); reduce the regulatory burden on community banks and otherwise facilitate community bank engagement in mortgage activity; foster innovation, growth, and consumer choice in the mortgage market; modernize origination and closing standards to reduce lending costs; remove regulatory distortions to the structure of the mortgage market and to ensure capital and liquidity frameworks

subject similar credit and liquidity risks to similar regulation across the system; promote competition among mortgage lenders of all charter types to drive down mortgage rates; and strengthen housing-finance liquidity.

Sec. 2. Origination and Ability-to-Repay (ATR)/Qualified Mortgage (QM) Reform. (a) The Consumer Financial Protection Bureau (CFPB) shall consider, as appropriate and consistent with applicable law:

- (i) proposing amendments to Regulation Z that tailor the following requirements for smaller banks: ATR and QM requirements (including potentially a broader QM safe harbor for portfolio loans) and the requirements of the Truth in Lending Act, Public Law 90-321 (TILA), Real Estate Settlement Procedure Act, Public Law 93-533 (RESPA), and TILA-RESPA Integrated Disclosure (TRID) rules;
- (ii) replacing TRID timing rules with a materiality-based standard that preserves consumer clarity and reduces closing delays;
- (iii) exempting small-mortgage loans from caps on QM points and fees or, as appropriate, modifying such caps to support affordability;
- (iv) updating regulations regarding banks' reasonable compliance with ATR and QM underwriting requirements by removing unnecessarily burdensome elements;
- (v) modernizing the right to rescission for mortgage lending, for example, by enabling increased secure electronic and digital forms and processes;
- (vi) streamlining the requirements applicable to rate-and-term refinancing under Regulation X mortgage servicing rules; and
- (vii) exempting rate-and-term refinancing (including cash-out refinancing) from rescission rights.

(b) The Vice Chairman for Supervision of the Board of Governors of the Federal Reserve System (Federal Reserve), the Director of the CFPB, the Chairman of the National Credit Union Administration (NCUA) Board, the Chairperson of the Board of Directors of the Federal Deposit Insurance Corporation (FDIC), and the Comptroller of the Currency shall consider, as appropriate and consistent with applicable law, revising supervisory guidance to ensure that:

- (i) examiners evaluate mortgage lending based on the effectiveness of the lender's policies regarding a consumer's ability to repay and prudent underwriting, rather than the existing focus on process and technical compliance; and
- (ii) good-faith, technical compliance errors are subject to correction-first supervisory treatment, with enforcement reserved for borrower harm or repeated misconduct.

Sec. 3. Modernization of Home Mortgage Disclosure Act (HMDA) Data Collection and Disclosure.

(a) The CFPB shall consider, as appropriate and consistent with applicable law, proposing amendments to Regulation C to raise the asset threshold for exemption from HMDA data collection and reporting requirements for smaller banks, to exclude inquiries from the scope of HMDA, and to ensure that disclosures protect privacy and reduce burdens, including insufficiently tailored, expensive, and complex software and training needed for reporting financial institutions.

Sec. 4. Capital and Liquidity Alignment. (a) The Vice Chairman for Supervision of the Federal Reserve, the Chairman of the NCUA Board, the Chairperson of the Board of Directors of the FDIC, the Comptroller of the Currency, and the Director of the Federal Housing Finance Agency (FHFA) shall consider, as appropriate and consistent with applicable law:

- (i) revising capital regulations, consistent with appropriate risk-management requirements, to tailor risk weights for all banks, including community banks and other smaller banks, for portfolio mortgages, servicing rights, and warehouse lines of credit to the material credit risk of the exposure;
- (ii) modernizing collateral valuation and transfer systems between the Federal Reserve and Federal Home Loan Banks (FHLBs);
- (iii) expanding access to longer-dated FHLB advances tied to residential mortgage assets;
- (iv) creating targeted FHLB liquidity programs for entry-level housing, owner-occupied purchase loans, and small residential builders;
- (v) accelerating collateral boarding and valuation processes through standardized data and digital documentation; and
- (vi) refocusing the FHLBs' Affordable Housing Program on faster-cycle execution and greater financial leverage for small-scale and owner-occupied housing projects.

(b) The Director of the FHFA and the Vice Chairman for Supervision of the Federal Reserve shall consider, as appropriate and consistent with applicable law, authorizing FHLBs' intermediate access to the Federal Reserve's discount window for FHLBs' member depository institutions under standardized collateral, operational, and risk-management protocols.

(c) Within 120 days of the date of this order, the Director of the FHFA, in consultation with the heads of other relevant executive departments and agencies, shall submit a report to the Assistant to the President for Economic Policy and the Director of the Office of Management and Budget on the efficiency of national housing finance markets. The report shall identify recommendations for regulatory or legislative changes necessary to address any regulatory or oversight gaps.

Sec. 5. Construction and Housing Supply. (a) The Vice Chairman for Supervision of the Federal Reserve, the Director of the CFPB, the Chairman of the NCUA Board, the Chairperson of the Board of Directors of the FDIC, and the Comptroller of the Currency, shall consider, as appropriate and consistent with applicable law, revising supervisory guidance both to exclude one-to four-family residential development and construction lending from commercial real estate concentration guidance and to ensure supervisory expectations support responsible construction lending by community banks.

Sec. 6. Appraisal Modernization. (a) The Vice Chairman for Supervision of the Federal Reserve, the Director of the CFPB, the Chairman of the NCUA Board, the Chairperson of Board of Directors of the FDIC, the Comptroller of the Currency, and the Director of the FHFA shall consider, as appropriate and consistent with applicable law and their statutory authorities:

- (i) modernizing appraisal regulations and guidance to expand the use of alternative valuation models, desktop and hybrid appraisals, and artificial intelligence valuation tools;
- (ii) simplifying appraiser qualification requirements; and
- (iii) reducing appraisal requirements for low-risk transactions, including low loan-to-value refinancing and small-balance loans; and setting clear appraisal timelines.

(b) The Secretary of Housing and Urban Development (HUD) and the Secretary of Veterans Affairs (VA) shall consider, as appropriate and consistent with applicable law:

- (i) aligning appraisal standards between the Federal Housing Administration and VA Home Loan Program where risk is comparable;
- (ii) clarifying the distinction in an appraisal inspection between safety and habitability concerns that necessitate pre-closing repairs versus cosmetic concerns; and
- (iii) expanding post-closing repair flexibility.

Sec. 7. Digital Mortgage Modernization. (a) The Secretary of Agriculture, the Secretary of HUD, the Secretary of VA, and the Director of the FHFA shall consider, as appropriate and consistent with applicable law:

- (i) eliminating unnecessary wet-signature requirements for disclosures, applications, closing documents, and similar documents;
- (ii) standardizing acceptance of electronic signatures, e-notes, and remote online notarization; and
- (iii) promoting digital mortgage standards.

Sec. 8. Servicing and Supervisory Certainty. (a) The Secretary of HUD, the Vice Chairman for Supervision of the Federal Reserve, the Director of the CFPB, the Chairman of the NCUA Board, the Chairperson of the Board of Directors of the FDIC, and the Comptroller of the Currency shall consider, as appropriate and consistent with applicable law:

- (i) aligning supervisory expectations to support portfolio mortgage servicing as a core community banking function; extending cure-first standards to good-faith servicing errors; simplifying loss mitigation requirements; and issuing a proposed rule providing exemptions from complex mortgage services for smaller banks; and
- (ii) ensuring that supervisory evaluations of performing, prudently underwritten portfolio loans do not focus on technical defects or rely on evolving supervisory interpretations.

Sec. 9. Enforcement. (a) The Vice Chairman for Supervision of the Federal Reserve, the Director of the CFPB, the Chairman of the NCUA Board, the Chairperson of the Board of Directors of the FDIC, and the Comptroller of the Currency shall consider, as appropriate and consistent with applicable law, promulgating a policy against enforcement actions for violations of consumer financial laws that:

- (i) discourages imposing civil monetary penalties, except where the underlying violations are willful, knowing, or reckless;

- (ii) considers good corporate conduct, including a bank’s correction of good-faith, technical compliance errors; and
- (iii) allows institutions a reasonable opportunity for self-identification and remediation of appropriate compliance matters.

Sec. 10. Duplicative or Unnecessary Licensing Requirements. The Vice Chairman for Supervision of the Federal Reserve, the Director of the CFPB, the Chairman of the NCUA Board, the Chairperson of the Board of Directors of the FDIC, and the Comptroller of the Currency shall consider, as appropriate and consistent with applicable law, eliminating duplicative or unnecessary requirements regarding licensing or registration for mortgage loan officers of any smaller bank.

Sec. 11. General Provisions. (a) Nothing in this order shall be construed to impair or otherwise affect:

- (i) the authority granted by law to an executive department or agency, or the head thereof; or
 - (ii) the functions of the Director of the Office of Management and Budget relating to budgetary, administrative, or legislative proposals.
- (b) This order shall be implemented consistent with applicable law and subject to the availability of appropriations.
- (c) This order is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the United States, its departments, agencies, or entities, its officers, employees, or agents, or any other person.
- (d) The costs for publication of this order shall be borne by the Department of the Treasury.

DONALD J. TRUMP

THE WHITE HOUSE,

March 13, 2026.

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Bill Color Key	
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109th Legislature (2nd Regular Session) Bills of NRPAB Interest as of April 6, 2026	
Bill:	LB29
Title:	Create a review process for agency rules and regulations
Status:	January 7, 2026 - Title printed. Carryover bill
Summary:	LB29 amends the Administrative Procedure Act to, as of January 1, 2026, require that each state agency review all existing rules and regulations and every three years after. Each agency head shall designate a person responsible for this oversight. An electronic submission of detailed report with supportive documents shall be submitted to the Clerk of the Legislature on or before June 30th in year review is conducted. The review shall include whether or not rule and regulation is essential to health, safety or welfare of public; a costs vs benefits analysis; report that agency has process in place to measure effectiveness; report if a less restrictive rule and regulation has been considered; and report rule and regulation is a result of state statutory requirement, federal mandate, or court mandate. Upon receipt of agency reports, the Reference Committee of the Legislature shall reference each report to the standing committee based on jurisdictional oversight and the committee shall review and report to Clerk of Legislature by December 15th with recommendations for legislation or clarification. Agency and rulemaking and regulation shall be suspended during pendency of the review process unless rules and regulations impact the health, safety and welfare of the public, is time sensitive, or subject to state or federal regulation deadlines.
Legislature Information and Status:	https://nebraskalegislature.gov/bills/view_bill.php?DocumentID=59121&docnum=LB29&leg=109
Notes:	Provisions/portions of LB29 amended into LB660 by AM1008 .
Bill:	LB221
Title:	Provide a procedure to fill unfilled gubernatorial appointments
Status:	January 7, 2026 - Title printed. Carryover bill
Summary:	In the case of a gubernatorial appointment for a seat that has been vacant for six months or more, LB221 would authorize the legislative committee of jurisdiction to take applications for the seat and forward recommendations to the Governor for possible appointment. If the seat remains vacant for another three months after the date recommendations are forwarded to the Governor, the Executive Board of the Legislative Council may make the appointment.
Legislature Information and Status:	https://nebraskalegislature.gov/bills/view_bill.php?DocumentID=59531&docnum=LB221&leg=109
Notes:	

Bill:	LB224
Title:	Require paid maternity leave for state employees (Guereca Priority Bill)
Status:	January 7, 2026 - Title printed. Carryover bill
Summary:	LB224 defines maternity leave and provides eligibility for qualified state employees.
Legislature Information and Status:	https://nebraskalegislature.gov/bills/view_bill.php?DocumentID=59595&docnum=LB224&leg=109
Notes:	
Bill:	LB233
Title:	Require coverage for in vitro fertilization for state employees under the Nebraska State Insurance Program
Status:	January 7, 2026 - Title printed. Carryover bill
Summary:	Beginning July 1, 2025, the Nebraska State Insurance Program shall include coverage for in vitro fertilization. The special coverages permitted by this section shall be made available uniformly to all employees, but each employee shall retain the option to choose the special coverage or coverages which he or she desires or to reject all such special coverages. Coverage is limited to those individuals who have been unable to conceive or produce conception or sustain a successful pregnancy through less expensive and medically viable infertility treatment or procedures covered under the program, except that nothing in this subdivision shall be construed to deny the coverage required by this section to any individual who foregoes a particular infertility treatment or procedure if the individual's physician determines that such treatment or procedure is likely to be unsuccessful.
Legislature Information and Status:	https://nebraskalegislature.gov/bills/view_bill.php?DocumentID=58948&docnum=LB233&leg=109
Notes:	
Bill:	LB366
Title:	Create the Legislative Economic Analysis Unit and the Chief Economist
Status:	January 7, 2026 - Title printed. Carryover bill
Summary:	LB366 amends §84-901 and §84-901.04 to establish the Legislative Economic Analysis Unit within the Legislature. The bill requires that any rule or regulation projected to have an economic impact of one million dollars or more over five years undergo a regulatory impact analysis before it can take effect. It also mandates that agencies submit cost-benefit analyses, job impact projections, and other relevant data for legislative review. Additionally, LB366 establishes a sixty-day waiting period for major rules unless approved by the Legislature and provides judicial review procedures for determining whether a rule qualifies as a major regulation. The Unit is responsible for providing a regulatory impact analysis of (1) any major rule or regulation or any proposed major rule or regulation; (2) existing rules and regulations; and (3) significant grants received from the federal government or sources outside state government when requested by the Speaker or committee of jurisdiction. LB366 provides certain requirements for the contents of the regulatory impact analysis and reporting of any analysis completed. The bill also provides requirements for information provided by any agency promulgating rules or regulations to the Unit for the purposes of completing the regulatory impact analysis. LB366 requires Legislative action to ratify a rule or regulation within 60 legislative days. The bill includes intent language to

	<p>extend the legislative session or for the Governor to call a special session to approve proposed rules or regulations. If the Legislature is not in session, the Governor may approve a rule or regulation if a statement is included explaining why an emergency exists or why a federal requirement requires an earlier effective date; why the Legislature cannot be called into session to approve such rule or regulation; and why the rules or regulation complies with emergency powers or is required by federal law.</p> <p>Section 2 of the bill provides for a baseline of 1%-2% contribution of each agency budget for incorporating the cost of the analysis.</p>
Legislature Information and Status:	https://nebraskalegislature.gov/bills/view_bill.php?DocumentID=59007&docnum=LB366&leg=109
Notes:	
Bill:	LB403
Title:	Create the Office of Grants and provide duties
Status:	January 7, 2026 - Title printed. Carryover bill
Summary:	LB403 establishes the Office of Grants within the executive branch to support the identification and coordination of federal and national grant opportunities for Nebraska state agencies, political subdivisions, and community-based organizations.
Legislature Information and Status:	https://nebraskalegislature.gov/bills/view_bill.php?DocumentID=59524&docnum=LB403&leg=109
Notes:	
Bill:	LB433
Title:	Exempt deputy directors and agency attorneys from the State Personnel System and change membership provisions under the State Employees Retirement Act
Status:	March 19, 2026 - Placed on General File with AM2735
Summary:	<p>LB433 amends Neb. Rev. Stat. § 81-1316 to add deputy directors and attorneys among exclusions to the State Personnel System. Deputy Directors and Attorneys currently employed in these positions would have the option to remain in the State Personnel System or become exempt. LB433 also waives the 120-day wait for a permanent employee to be rehired to public service at the State of Nebraska as required by the State Employees Retirement System. N.R.S. § 84-1307 is amended to allow employees who were once permanently employed and contributing members of the state retirement system to return to re-employment with the state prior to waiting 120 days and resume participation in the retirement system upon rehire as a temporary employee.</p> <p>AM2735 strikes all original sections and adds all temporary employees as participants in the retirement system who were prior contributing members of the retirement system, and who are returning to service with the state prior to having a one-hundred-twenty-day break in service pursuant to subsection (5) of section 84-1322, within the first thirty days of employment as a temporary employee. In addition, AM2735 includes employees of the Legislature or Legislative Council who are hired for a limited period of time of less than or equal to twelve months or a grant-funded position or special project.</p>

Legislature Information and Status:	https://nebraskalegislature.gov/bills/view_bill.php?DocumentID=58983&docnum=LB433&leg=109
Notes:	
Bill:	LB472
Title:	Adopt the Regulatory Management Act
Status:	January 7, 2026 - Title printed. Carryover bill
Summary:	LB472 establishes the Office of Regulatory Management within the Executive Branch. This Office aims to enhance and utilize transparency to reduce unnecessary regulatory burdens and ensure that new regulations are evidence-based and cost-effective. The office shall establish a baseline catalog of regulatory requirements currently in effect in all state agencies, boards or commissions. This catalog requires cooperation and communication from all state entities. Agencies shall complete an internal review of regulatory requirements. The review must contain the statutory authority or requirement and other relevant documentation related to the regulation. The initial review must be completed no later than 6 months after the effective date of the act. Subsequent reviews should be completed every 2 years or within 60 days of a request from the Office of Regulatory management. These reviews must contain estimates of monetized and nonmonetized costs or benefits if they are feasible. The office shall publish a biennial report showing the change in number and estimated impact of the regulatory requirement by agency, along with a cost estimate for the median citizen. The office must analyze each new regulatory requirement enacted by each agency to ensure best practices. These best practices are outlined within the act. It also outlines a process to follow when it is determined the regulation was not established using best practices.
Legislature Information and Status:	https://nebraskalegislature.gov/bills/view_bill.php?DocumentID=59549&docnum=LB472&leg=109
Notes:	
Bill:	LB565
Title:	Provide and change requirements relating to agency guidance documents
Status:	January 7, 2026 - Title printed. Carryover bill
Summary:	LB565 creates new duties for agencies which promulgate rules and regulations under the Administrative Procedures Act (APA). LB565 would prohibit the issuance of new guidance documents on or after July 1, 2025 and before July 1, 2027, unless required under Federal rules. LB565 would restrict guidance documents from imposing greater regulations than federal requirements and would revoke guidance documents issued on or after July 1, 2022 and before July 1, 2025 pending a formal rulemaking process. AM239 removes all state agencies from the bill except for the Department of Health and Human Services – Division of Developmental Disabilities (filed).
Legislature Information and Status:	https://nebraskalegislature.gov/bills/view_bill.php?DocumentID=59607&docnum=LB565&leg=109
Notes:	

Bill:	LB634
Title:	Adopt the Legislative Sunset Review Act and eliminate the Legislature's Planning Committee (Executive Board Priority Bill)
Status:	February 18, 2026 - Executive Board priority bill.
Summary:	<p>LB485 creates the Legislative Sunset Review Committee for the purpose of reviewing reviewable entities and proposing legislation to eliminate or modify such reviewable entities. The Legislative Sunset Review Committee is comprised of the following members: (a) The chairperson of the Executive Board of the Legislative Council; (b) The chairperson of the Appropriations Committee of the Legislature; and (c) Five other members of the Legislature to be chosen by the Executive Board of the Legislative Council. The Legislative Sunset Review Committee shall create a schedule to perform sunset reviews of reviewable entities, with the initial sunset reviews beginning in 2027. Each reviewable entity shall be scheduled for review every five years. The performance measures for each program and activity provided by the reviewable entity and three years of data for each measure that provides actual results for the immediately preceding two years and projected results for the fiscal year that begins in the year that the reviewable entity report is scheduled to be submitted to the Legislature; (b) An explanation of factors that have contributed to any failure to achieve the legislative standards; (c) The promptness and effectiveness with which the reviewable entity disposes of complaints concerning persons affected by the entity; (d) The extent to which the reviewable entity has encouraged participation by the public in making its rules and decisions as opposed to participation solely by those it regulates and the extent to which public participation has resulted in rules compatible with the objectives of the reviewable entity; (e) The extent to which the reviewable entity has complied with applicable requirements of state law and applicable rules regarding purchasing goals and programs for small and minority-owned businesses; (f) A statement of any statutory objectives intended for each program and activity, the problem or need that the program and activity were intended to address, and the extent to which these objectives have been achieved; (g) An assessment of the extent to which the jurisdiction of the reviewable entity and its programs overlap or duplicate those of other reviewable entities and the extent to which the programs can be consolidated with those of other reviewable entities;</p> <p>(h) An assessment of less restrictive or alternative methods of providing services for which the reviewable entity is responsible which would reduce costs or improve performance while adequately protecting the public; (i) An assessment of the extent to which the reviewable entity has corrected deficiencies and implemented recommendations contained in reports of the Auditor of Public Accounts, legislative interim studies, and federal audit entities; (j) The process by which the reviewable entity actively measures quality and efficiency of services it provides to the public; (k) The extent to which the reviewable entity complies with public records requirements under sections 84-712 to 84-712.09 and the Open Meetings Act; (l) The extent to which alternative program delivery options, such as privatization, outsourcing, or insourcing, have been considered to reduce costs or improve services to residents of this state; (m) Recommendations to the Legislature for statutory, budgetary, or regulatory changes that would improve the quality and efficiency of services delivered to the public, reduce costs, or reduce duplication; (n) The effect of federal intervention or loss of federal funds if the reviewable entity is terminated; (o) A list of each advisory committee relating to the reviewable entity, including those established in statute and those established by managerial initiative, and for each advisory committee; (p) Programs or functions of the reviewable entity that are performed without specific statutory authority; and (q) Other information requested by the Legislature. Upon receipt of any report under section 5 of this act, the Legislative Sunset Review Committee may and the appropriate legislative committee shall conduct a review of the reviewable entity and its advisory committees, including an examination of the cost of each program of the</p>

	reviewable entity, an evaluation of best practices and alternatives that would result in the administration of the reviewable entity in a more efficient or effective manner, an examination of the viability of privatization or a different reviewable entity performing the functions, and an evaluation of the cost and consequences of discontinuing the reviewable entity. In its report on any reviewable entity, the Legislative Sunset Review Committee shall: (1) Make recommendations on the termination, continuation, or reorganization of each reviewable entity and its advisory committees and on the need for the performance of the functions of the reviewable entity and its advisory committees; (2) Make recommendations on the consolidation, transfer, or reorganization of programs within reviewable entities not under review when the programs duplicate functions performed in reviewable entities under review; and (3) Propose legislation in the next regular legislative session to carry out the recommendations of the Legislative Sunset Review Committee.
Legislature Information and Status:	https://nebraskalegislature.gov/bills/view_bill.php?DocumentID=58758&docnum=LB634&leg=109
Notes:	LB634 is an Executive Board priority bill. MO451-MO457 are various floor motions on February 20, 2026 that include recommitting this bill to the Executive Committee, indefinitely postponing, or bracketing until April 17, 2026.
Bill:	LB664
Title:	Change the Administrative Procedure Act to require agencies to allow for public comment and submissions on proposed rules and regulations and change permissible venue for civil actions challenging rules and regulations
Status:	January 7, 2026 - Title printed. Carryover bill
Summary:	LB664 would change processes under the Administrative Procedure Act (APA) and proposes to allow for public comment and submissions relating to the proposal or adoption of rules or regulations as well as challenges to rules or regulations in locations outside of Lancaster County. Provisions/portions of LB664 amended into LB660 by AM1008 .
Legislature Information and Status:	https://nebraskalegislature.gov/bills/view_bill.php?DocumentID=59579&docnum=LB664&leg=109
Notes:	
Bill:	LB772
Title:	Eliminate provisions allowing certain transfers of funds
Status:	February 2, 2026 – Hearing before the Appropriations Committee
Summary:	LB772 would eliminate provisions relating to transfers from certain funds to the State General Fund as provided. AMC Fund is included in Section 53.
Legislature Information and Status:	https://nebraskalegislature.gov/bills/view_bill.php?DocumentID=62842
Notes:	

Bill:	LB776
Title:	Provide a duty for each state agency to examine fees charged
Status:	February 18, 2026 – Hearing before the Government, Military, and Veterans Affairs Committee
Summary:	LB776 would provide a duty for each state agency to examine fees charged.
Legislature Information and Status:	https://nebraskalegislature.gov/bills/view_bill.php?DocumentID=62843
Notes:	
Bill:	LB799
Title:	Adopt the Service Contract Reporting Act
Status:	February 10, 2026 – Hearing before the Urban Affairs Committee
Summary:	LB799 would provide a duty for each state agency to provide a report on service contracts awarded by a city, county, or state agency for the provision of legal services, accounting services, financial consulting services, management consulting services, health care services, engineering services, architectural services, information technology services, marketing and advertising services, human resources consulting services, environmental consulting services, educational and training services, snow removal and hauling services, janitorial services, custodial and cleaning services, yard maintenance services, or tree removal services. The report shall contain the following information: (1) The name and address of each individual or entity that was awarded a service contract during the most recently completed fiscal year and the type of service involved in each such contract; (2) The total dollar value of service contracts awarded during the most recently completed fiscal year; (3) The total dollar value of service contracts awarded during the most recently completed fiscal year to an individual or entity located within an economic redevelopment area or a qualified census tract; and (4) A description of any efforts made by the city, county, or state agency to increase the number of service contracts awarded to individuals and entities located within economic redevelopment areas and qualified census tracts.
Legislature Information and Status:	https://nebraskalegislature.gov/bills/view_bill.php?DocumentID=62795&docnum=LB799&leg=109
Notes:	
Bill:	LB800
Title:	Adopt updates to building and energy codes
Status:	January 20, 2026 – Hearing before the Urban Affairs Committee
Summary:	LB800 updates the state building and energy codes to include Chapter 11 of the 2024 edition of the International Building Code and to include Chapter 13 of the 2024 edition of the International Residential Code.
Legislature Information and Status:	https://nebraskalegislature.gov/bills/view_bill.php?DocumentID=62789
Notes:	

Bill:	LB801
Title:	Adopt updates to building and energy codes
Status:	January 20, 2026 – Hearing before the Urban Affair Committee
Summary:	LB801 updates the state building and energy codes to include Chapter 11 of the 2024 edition of the International Building Code and to include Chapter 13 of the 2024 edition of the International Residential Code.
Legislature Information and Status:	https://nebraskalegislature.gov/bills/view_bill.php?DocumentID=62790
Notes:	
Bill:	LB878
Title:	Require paid maternity leave for state employees
Status:	March 25, 2026 – Placed on Select File with ER154
Summary:	LB878 defines maternity leave and provides eligibility for qualified state employees. AM2715 was adopted which strikes the original section and adds new language to define maternity leave and provide for eligibility for qualified state employees. FA1057 , FY1106 , and FA1107 files for various changes to LB878.
Legislature Information and Status:	https://nebraskalegislature.gov/bills/view_bill.php?DocumentID=63092
Notes:	Senator Priority Bill.
Bill:	LB898
Title:	Change which political subdivisions may use virtual conferencing for meetings under the Open Meetings Act and change related requirements
Status:	February 5, 2026 – Hearing before the Government, Military, and Veterans Affair Committee
Summary:	LB898 changes the virtual conferencing requirements in the Open Meetings Act to allow public bodies whose members are not appointed or elected on a statewide basis, or public bodies whose functions are advisory or conducting studies, to hold more than one-half of its meetings by virtual conferencing if such public body holds at least one meeting each calendar year that is not by virtual conferencing.
Legislature Information and Status:	https://nebraskalegislature.gov/bills/view_bill.php?DocumentID=62831
Notes:	

Bill:	LB919
Title:	Allow for the use of durable accessible mediums for public records
Status:	February 19, 2026 – Hearing before the Government, Military, and Veterans Affairs Committee
Summary:	LB919 adds other accessible durable medium to the roll form of microfilm as a substitute for the method of recording instruments in books, and the filing of all documents for the method of filing original documents. LB919 also deems a medium accessible if it is able to be retrieved through intellectual, digital, or physical means within institutional or legal parameters.
Legislature Information and Status:	https://nebraskalegislature.gov/bills/view_bill.php?DocumentID=63022
Notes:	
Bill:	LB973
Title:	Provide for free parking for state employees
Status:	January 30, 2026 – Hearing before the Government, Military, and Veterans Affairs Committee
Summary:	LB973 would provide for off-street parking for state employees at no cost and require that the Buildings Administrator develop a system of equitable billing and charges for parking facilities used by visitors.
Legislature Information and Status:	https://nebraskalegislature.gov/bills/view_bill.php?DocumentID=63205
Notes:	
Bill:	LB1048
Title:	Change and eliminate reporting requirements for certain government agencies and preparation of the state executive budget and eliminate the Small Business Advisory Council, the Suggestion Award Board, and the state employee suggestion system
Status:	April 1, 2026 - Placed on Select File with ER179
Summary:	<p>LB1048 would change or eliminate reporting requirements for certain government agencies and change requirements for the state executive budget.</p> <p>AM1957 – AM1957 (adopted) strikes original Section 23; moves “and” from line 11 to lines 14-15 on page 38; and on page 47 strikes the new matter in lines 29 through 31 and adds language pertaining to inmate and parolee reporting requirements for the Department of Corrections.</p> <p>AM2739 – AM2739 (adopted) strikes amendments 1 and 4; changes statutory reference from 83-380 to 83-379 throughout; and includes minor changes to the Developmental Disabilities Court-Ordered Custody Act.</p> <p>ER179 – ER179 (filed) strikes all original sections and all amendments and inserts new language pertaining to reporting requirements for various agencies (does not include Real Property Appraiser Board)</p> <p>AM3075 – AM3075 (adopted) requires that copies of a contract and state agency justification for an emergency shall be provided to the Director of Administrative Services and the Auditor of Public Accounts.</p>

Legislature Information and Status:	https://nebraskalegislature.gov/bills/view_bill.php?DocumentID=62865
Notes:	
Bill:	LB1049
Title:	Require the Legislative Fiscal Analyst to prepare economic impact reports for regulatory actions
Status:	February 12, 2026 – Hearing before the Government, Military, and Veterans Affairs Committee
Summary:	LB1049 requires, along with a fiscal note, the the Legislative Fiscal Analyst shall prepare and submit an economic impact report to the appropriate standing committee of the Legislature, for any legislative bill that would require, as the result of being signed into law, regulatory action by an agency as defined in section 84-901.8. The economic impact report shall include a cost benefit analysis including: (a) The estimated primary or direct benefits; (b) The estimated cost savings or financial benefits to society; (c) The estimated number of businesses or other entities to which the regulatory action will apply; (d) The identity of any localities and types of businesses or other entities that will be particularly affected by the regulatory action; (e) The estimated compliance costs for regulated entities, including costs for affected businesses, localities, or entities; (f) The estimated impact on the use and value of private property, including additional costs related to the development of real estate for commercial or residential purposes; (g) The estimated effect on state expenditures, including estimated administrative expenses; (h) The estimated secondary or indirect costs; and (i) Key assumptions and sources of uncertainty. State agencies shall cooperate with the Legislative Fiscal Analyst by providing any information relevant to the economic impact report. LB1049 also requires that a report is created and submitted to the Clerk of the Legislature at the end of each calendar year, indexed by agency, including the total number of new and amended rules and regulations adopted and promulgated that year.
Legislature Information and Status:	https://nebraskalegislature.gov/bills/view_bill.php?DocumentID=63544&docnum=LB1049&leg=109
Notes:	
Bill:	LB1071
Title:	LB1071 provides, changes, and eliminates provisions related to appropriations for the expenses of Nebraska State Government for the biennium ending June 30, 2027
Status:	April 1, 2026 - Presented to Governor on April 1, 2026
Summary:	LB1071 is the mainline appropriations and capital construction bill for the biennium that ends on June 30, 2027.
Legislature Information and Status:	https://nebraskalegislature.gov/bills/view_bill.php?DocumentID=62648
Notes:	The Board’s request for funding for the health insurance cost increase to the agency in the amount of \$12,263.00 for FY2025-26 and \$12,876.00 in FY2026-27 due to the 18.5% increase to the agency expense for health insurance was approved in the Appropriation Committee’s Preliminary Determination. The Department of Administrative Services indicated that the projected increase for FY2026-27 is now 6%; as such, the approved amount for FY2026-27 was reduced to \$4,282.00 in AM2162 placed on General File.

Bill:	LB1072
Title:	LB1072 provides for and change transfers from the Cash Reserve Fund and provides, changes, and eliminates provisions relating to fees, funds, fund transfers, agency powers and duties, and various statutory programs
Status:	April 1, 2026 - Presented to Governor on April 1, 2026
Summary:	LB1072 provides for fund transfers, changes provisions governing the administration and the use of funds.
Legislature Information and Status:	https://nebraskalegislature.gov/bills/view_bill.php?DocumentID=62666
Notes:	<p>LB1072 includes a \$100,000.00 cash fund transfer out of the Appraisal Management Company Fund.</p> <p>Director Kohtz testified before the Appropriations Committee on February 6, 2026. The Committee was respectfully requested to consider striking the transfer of funds from the AMC Fund to allow the Board an adequate cash fund balance to ensure proper financial protection.</p> <p>A \$100,000.00 cash fund transfer out of the Appraisal Management Company Fund was included in AM2165 placed on General File.</p>
Bill:	LB1081
Title:	Require state agencies and political subdivisions to purchase flags made in the United States
Status:	January 20, 2026 – Referred to the Government, Military and Veterans Affairs Committee
Summary:	LB1081 would require state agencies and political subdivisions to purchase flags made in the United States.
Legislature Information and Status:	https://nebraskalegislature.gov/bills/view_bill.php?DocumentID=62587
Notes:	
Bill:	LB1134
Title:	Change and provide limitations on updates to state and local building codes, electrical codes, and energy codes
Status:	February 10, 2026 – Notice of Hearing before the Urban Affair Committee for February 24, 2026
Summary:	LB1134 updates the state building and energy codes to return to the 2009 edition the International Building Code and prohibits a county, city, or village that enacts administers, or enforces a local building or energy code from adopting or updating such code without providing third-party evidence verifying that the update or change is necessary to protect the public from eminently dangerous situations or otherwise required by state or federal law. Until January 1, 2031, a county, city, or village shall not adopt or enforce a local building, energy, or electrical code that it is more stringent or a more updated version than the state building code.
Legislature Information and Status:	https://nebraskalegislature.gov/bills/view_bill.php?DocumentID=63308
Notes:	

Bill:	LB1145
Title:	Change provisions relating to notice requirements for a meeting of a public body under the Open Meetings Act
Status:	February 5, 2026 – Hearing before the Government, Military and Veterans Affairs Committee
Summary:	LB1145 changes the Open Meeting Act to allow all public bodies to give advanced publicized notice of the time and place of each meeting by a method designated by each public body and recorded in the minutes. For governing bodies of political subdivisions, notice shall be given at least twice a year of the regular meeting schedule, location and the method designated by the political subdivision in a legal newspaper of general circulation within the political subdivision’s jurisdiction; this provision does not apply to a city of the second class or village, any advisory committee of a public body or a governing body of a rural or suburban fire protection district. Failure to comply with the notice requirements shall not cause any motion, resolution, rule, regulation, ordinance, or formal action of a public body to be void or voidable. All other notice requirements for political subdivisions are stricken.
Legislature Information and Status:	https://nebraskalegislature.gov/bills/view_bill.php?DocumentID=63724
Notes:	
Bill:	LB1147
Title:	Require the Auditor of Public Accounts to investigate impoundment of funds by the Governor and submit a quarterly report
Status:	February 18, 2026 – Hearing before the Government, Military and Veterans Affairs Committee
Summary:	LB1147 requires the Auditor of Public Accounts to investigate any complaints of impoundment of funds by the Governor or by any official or employee of the executive branch of state government at the direction of the Governor and submit a quarterly report to the Clerk of the Legislature. A complaint of impoundment of funds may be filed with the Auditor of Public Accounts by any member of the Legislature, state agency, or eligible recipient of public funds approved by the Legislature.
Legislature Information and Status:	https://nebraskalegislature.gov/bills/view_bill.php?DocumentID=63011
Notes:	
Bill:	LB1227
Title:	Change provisions relating to local energy codes and local electrical codes
Status:	February 10, 2026 – Notice of Hearing before the Urban Affairs Committee for February 24, 2026
Summary:	LB1227 updates the state building and energy codes to prohibit a county, city, or village from adopting or enforcing a local electrical code that provides standards that are different than those prescribed by the State Electrical Board pursuant to the State Electrical Act, except that a county, city, or village may provide for the inspection of electrical installations by a certified electrical Inspector. Prior to adopting any new local energy codes, a county, city, or village shall determine whether the new local energy code is cost efficient. A county, city, or village shall not adopt a new local energy code such county, city, or village determines not cost efficient.

Legislature Information and Status:	https://nebraskalegislature.gov/bills/view_bill.php?DocumentID=63656
Notes:	

**APPRAISAL SUBCOMMITTEE-FFIEC
QUARTERLY MEETING MINUTES
December 10, 2025**

LOCATION: Zoom

ATTENDEES

MEMBERS: FDIC – Luke Brown (Acting Chair)
FHFA – Siobhan Kelly
FRB – Todd Vermilyea
HUD – Elizabeth Davis
OCC – Enice Thomas

ALTERNATES: FHFA – Julie Giesbrecht
FRB – Keshia King
NCUA – Kevin Johnson
OCC – Jim Rives

STAFF: Acting Executive Director – Fred Grier
Acting Deputy Executive Director & Grants Director – Rae Frederique
IT Project Manager – Brian Kelly
Deputy General Counsel – Hattie DuBois
Attorney Advisor – Natalie Lutz
Attorney Advisor – Natalia Mandrus
Program Manager – Maria Brown
Program Manager – Tom Lewis
Program Manager – Allison Nespor
Regulatory Affairs Specialist – Kelly Luteijn
Grants Management Specialist – Karla Cisneros

OBSERVERS: See attached list.

CALL TO ORDER, DETERMINATION OF A QUORUM, OPENING REMARKS

The meeting was called to order at 10:34 a.m. by Acting Chair L. Brown. ASC member M. Dondarski from the National Cred Union Administration (NCUA) was not present, nor was any member or alternate from the Consumer Financial Protection Bureau (CFPB). ASC member S. Kelly from the Federal Housing Finance Agency (FHFA) experienced technical issues with Zoom and left the meeting at 10:36 a.m., with FHFA alternate J. Giesbrecht filling in until her

return. Those above-listed members, including NCUA alternate K. Johnson and FHFA alternate Giesbrecht, constituted a quorum.

In his opening remarks, Acting Chair L. Brown expressed gratitude to Acting Executive Director F. Grier and Acting Deputy Executive Director & Grants Director R. Frederique for their effective leadership.

APPROVAL OF SEPTEMBER 16, 2025 QUARTERLY MEETING MINUTES

E. Thomas moved for approval of the September 16, 2025 quarterly meeting minutes, as presented, and E. Davis seconded. The motion carried unanimously.

ASC member S. Kelly from FHFA was able to rejoin the meeting at 10:42 a.m.

REPORTS

- **Acting Chair**

Acting Chair L. Brown outlined some of the ASC's key responsibilities and recent Board activities:

- In 2025, the ASC planned to conduct 28 compliance reviews of States and Territories, completing all onsite reviews. In November, the ASC held an Appraiser Regulatory Chat session to assist States and Territories with Title XI of the Financial Institutions Reform, Recovery, and Enforcement Act (Title XI) compliance. ASC staff held four Appraiser Regulatory Chat sessions in 2025, with an average participation of 25 States and Territories participating.

- The ASC maintains the National Registries, the Appraisal Complaint Hotline, and runs a grant program supporting State Appraiser and Appraisal Management Company (AMC) Programs, as well as The Appraisal Foundation (TAF).
 - Since the ASC's September 16 quarterly meeting, Information Technology (IT) has been a focus of the ASC Board. Acting Chair L. Brown noted that the agency has transitioned to a new Operations and Maintenance (O&M) contractor for its daily IT operations and continues to assess the agency's intermediate and long-term IT needs.
 - Additionally, the ASC Board is developing a staffing plan in compliance with new federal hiring guidelines from the U.S. Office of Personnel Management and the Office of Management and Budget to fill critical vacant positions necessary for fulfilling its statutory duties.
- **Acting Executive Director**

F. Grier expressed gratitude to the ASC members, alternates, member agency support staff, and ASC staff for their dedication to the ASC's mission and for their professionalism and engagement. He reported on State Compliance, Grants, and Outreach as follows:

- ASC staff continue to hold quarterly Appraiser Regulatory Chat sessions to support States in complying with Federal requirements. In these sessions, ASC staff discuss common issues found in compliance reviews, explain upcoming updates to the Real Property Appraiser Qualification Criteria (AQB Criteria), and encourage States and Territories to submit grant applications. These sessions also serve as a useful Questions and Answers (Q&A) platform for States and Territories.
- In late September, the ASC awarded the Fiscal Year 2025 grant to TAF.

- The ASC is currently reviewing the Appraiser Qualifications Board’s First Exposure Draft of Proposed Changes to the AQB Criteria.
- Although F. Grier’s focus has been on internal agency operations, he has actively engaged with external stakeholders, both in-person and virtually. He reported speaking to TAF’s Board of Trustees and establishing recurring meetings with TAF leadership to discuss industry topics and opportunities for collaboration. He also announced an invitation to speak at TAF’s Executive Board meeting next month.
- He noted that there has been a high level of interest in having ASC staff participate in industry events, which will be considered on a case-by-case basis.
- Finally, he participated in the compliance review of California’s Appraiser and AMC Programs in early November and thanked State Director Angela Jemmott for hosting the review.

- **Grants Director**

R. Frederique reported that during the ASC September 16 quarterly meeting, she said that the ASC had received grant application proposals for the State Appraiser Regulatory Support (SARAS) and the TAF Support Grant Programs. The SARAS Grant provides financial assistance to State Appraiser and AMC Programs with ASC oversight. The objectives of the SARAS Grant outlined in the Notice of Funding Availability (NOFA) include:

- Improving the State’s overall process to ensure compliance with the statutory requirements set forth in Title XI,

- Improving the complaint process, investigations, and/or enforcement activities,
- Improving the submission of data on appraisers and AMCs to the National Registries, and
- Developing the professional skills of State staff.

Since then, five SARAS Grants were awarded to Texas, Vermont, Virginia, Michigan, and California, with two applications under review.

Additionally, she explained that the TAF Support Grant provides financial assistance to TAF to help defray the costs of the activities of its Appraisal Standards Board (ASB) and Appraiser Qualifications Board (AQB). This grant has been awarded to support an operational analysis of the AQB's work regarding the knowledge, skills, and abilities needed to perform real estate appraisals and setting minimum qualifications for licensure in education, experience, and examination.

- **Delegated State Compliance Reviews**

M. Brown reported that since the ASC September 16 quarterly meeting, the ASC has completed seven compliance reviews of Appraiser Programs and eight reviews of AMC Programs. These compliance reviews were completed for the following States: Colorado, Delaware, Louisiana, Michigan, Nevada, North Carolina, Pennsylvania, and South Carolina.

The ASC issued four Appraiser Program final reports with a rating of "Excellent." Those States were: Louisiana, Michigan, North Carolina, and Pennsylvania. The ASC also issued three Appraiser Program final reports with a rating of "Good." Those States were Colorado, Delaware, and South Carolina. In the Appraiser Programs, common deficiencies include

National Registry issues such as failing to report disciplinary actions to the ASC within five business days of a final action or not ensuring the accuracy of the data submitted; application process shortcomings like insufficient verification that applicants have completed courses meeting the AQB Criteria and failing to take remedial action when more than ten percent of audited affidavits for continuing education credit claimed did not meet minimum AQB Criteria, and enforcement problems like not documenting files or resolving complaints within a year. These States are addressing any deficiencies identified during the review and will remain on a two-year cycle.

The ASC issued four AMC Program final reports with a rating of “Excellent.” Those States were: Louisiana, North Carolina, Pennsylvania, and South Carolina. The ASC also issued four AMC Program final reports with a rating of “Good.” Those States were Colorado, Delaware, Michigan, and Nevada. In AMC Programs, common deficiencies include statutes, regulations, policies, and procedures such as failing to establish and maintain an AMC Program with the legal authority and mechanisms to ensure that an AMC oversees an appraiser panel consistent with the AMC Rule and not enforcing and documenting ownership limitations for State-registered AMCs. Other common deficiencies related to the National Registry involve not updating the authorization information provided to the ASC, and failing to ensure the accuracy of all data submitted. These States are addressing any deficiencies identified during the review and will remain on a two-year cycle.

Currently, there are seven Appraiser and six AMC Programs that are in various stages of the Compliance Review process. This may range from having formally notified the State of the ASC’s impending onsite visit up to final reports in process.

Acting Chair L. Brown thanked M. Brown and the Program Managers for their work and expressed the Board's appreciation that they completed the onsite visits of all planned reviews before the end of the year.

T. Vermilyea asked whether the deficiencies are idiosyncratic or whether they can be clarified with the States to avoid them in the future. He also asked whether the deficiencies are caused by the States alone or involve both the States and the ASC.

M. Brown explained that the deficiencies are a two-way issue, and the Program Managers often discuss these concerns and their possible origins. For example, high staff turnover in the States over recent years has created challenges. Through the Appraiser Regulatory Chat sessions, the Program Managers aim to address these common deficiencies to promote future compliance. They are also always available to answer any questions the States may have about compliance.

T. Vermilyea emphasized the importance of the ASC clearly outlining its expectations to ensure all States meet the required standards.

ADJOURNMENT

Acting Chair L. Brown thanked Board members and ASC staff for their dedication to the ASC's mission and to the attendees for showing interest in ASC operations. Acting Chair L. Brown also wished everyone a happy holiday season. The meeting was adjourned at 10:57 a.m.

Attachment: Observer List

Meeting:	Appraisal Subcommittee Quarterly Meeting	Meeting Date:	December 10, 2025
Contact:	Natalie Lutz	Location:	Zoom
Time:	10:30 AM ET	Alternate Contact:	Brian Kelly

Affiliation	Name
Accurate Group	Michele Golden
Accurity Utah	Jeff Morley
Appraisal Institute	Brian Rodgers
Consumer Financial Protection Bureau	David Bird
Consumer Financial Protection Bureau	Deana Krumhansl
Cotality	Shawn Telford
Cornerstone Appraisal Service	Peter Fontana
Federal Deposit Insurance Corporation	Erin Barry
Federal Deposit Insurance Corporation	Jamie Goodson
Federal Deposit Insurance Corporation	Stuart Hoff
Federal Deposit Insurance Corporation	Evelyn Manley
Federal Deposit Insurance Corporation	Maureen Murat
Federal Deposit Insurance Corporation	Matt McQueeney
Federal Deposit Insurance Corporation	Nefertete Smith
Federal Deposit Insurance Corporation	Meron Wondwosen
Federal Housing Finance Agency	Sara Todd
Federal Reserve Board	Devyn Jeffereis
Federal Reserve Board	Anthony Sarver

Affiliation	Name
Federal Reserve Board	Derald Seid
Gregoire & Gregoire, Inc.	Frank Gregoire
Guidehouse	Kyu Kim
Guidehouse	Jennifer Cortina
Jo Easton Realty Group	Jo Easton
National Credit Union Administration	Gira Bose
Office of the Comptroller of the Currency	Carolle Cantwell
Pennsylvania Board of Certified Real Estate Appraisers	Kristel Hemler
Pennsylvania Board of Certified Real Estate Appraisers	Ronald Rouse
Real Estate Valuation Advocacy Association	Mark Schiffman
Red Door Development and Appraisal Services	Brian Cox
Texas Appraiser Licensing and Certification Board	Stephanie Robinson
U.S. Department of Housing and Urban Development	John Jacobs



Greetings!

The appraisal profession can sometimes be an overlooked aspect of national housing policy conversations, but not in the month of March! Appraisal was in the conversation on both ends of Pennsylvania Avenue, and our team visited Capitol Hill to learn more.

In Congress, the 21st Century Road to Housing Act is the Senate and White House negotiated bipartisan legislation which includes two key appraisal provisions: the Appraisal Industry Improvement Act and Appraisal Modernization Act. These proposals include changes that would allow licensed appraisers to do FHA work, expand the Appraisal Subcommittee, and allow states to receive more grant funding to support scholarships and stipends for aspiring appraisers. The legislation has passed the Senate and has now stalled in the House as a conference committee is considered.

Meanwhile, the Trump Administration issued the Promoting Access to Mortgage Credit Executive Order on March 13th. This executive order highlights several of the key initiatives the Foundation has in focus, from reassessing the current appraiser qualification criteria to the adoption of new technological tools.

Our profession is always stronger together. Members of the Foundation staff and boards joined several of our partner organizations in late March to discuss both the legislation and the potential impacts of the executive order. I am so pleased that our partner the Appraisal Institute took the time to bring so many critical stakeholders together.

Our conversation centered on the importance of aligning around common principles, collaborative work across the profession, and open lines of communication between policy makers, stakeholders, and the public. Together, I am confident that we will be able to address any and all changes that result from these policy initiatives.

As the congressionally authorized body charged with the responsibility of developing standards and qualifications for real property appraisers, The Appraisal Foundation appreciates the Administration's efforts to open the dream of homeownership to more Americans. We are in communication with our federal counterparts and will continue working with key decision makers to identify innovative solutions which balance regulatory requirements with public trust and economic stability.

Let's Make it a Great Month!

Kelly Davids

President

The Appraisal Foundation

Board of Trustees Meeting

Be sure to join us in Fort Lauderdale for an impactful two and a half days. Trustees will discuss pressing issues facing the profession, examine the Foundation's strategic plan, consider establishing an endowment fund, hear from panels on international appraisal issues and wealth building, and much more. Click below to check out the full agenda and register.

May 6-8 | Fort Lauderdale, FL

[Register for BOT Today >](#)

Updates from the AQB

Stakeholders across the profession have been clear in asking for greater transparency and a better understanding of how AQB decisions are made, and the Board has fully embraced that direction. To support that commitment, the AQB has prepared a new resource that walks through how it is working through the Qualifications Reassessment Project, including how stakeholder input is analyzed, how ideas are evaluated, and how conclusions are reached. It also highlights steps being taken to provide clearer, more consistent communication throughout the process. This is part of an ongoing effort, with additional updates and materials to follow. Click [here](#) to read more.

ASB Virtual Public Meeting

Thursday, April 23rd | 1 PM ET

[Register Today >](#)

Updates from the ASB

The Appraisal Standards Board currently has a Second Exposure Draft of Proposed New Advisory Opinion 41, Use of Technology in an Appraisal or Appraisal Review Assignment available for public comment through April 13th. Click [here](#) to read the draft and submit a comment.

Then be sure to join the ASB for a virtual public meeting on April 23rd. Click above to register.

2026 Real Property Appraiser Qualification Criteria Now Available

The Appraiser Qualifications Board (AQB) is pleased to announce the release of the updated 2026 *Real Property Appraiser Qualification Criteria* (Criteria), reflecting targeted changes adopted by the AQB in December 2025 following a public exposure process.

Key updates include new Interpretations that clarify:

- How Practical Applications of Real Estate Appraisal (PAREA®) experience credit applies to minimum time requirements, and
- How the Valuation Bias and Fair Housing (VBFH) continuing education requirement applies to credential reactivation.

Additionally, the AQB voted to retire Guide Note 4 (GN-4) related to practicum courses and

instead add new guidance to the Course Approval Program (CAP) policies.

The updated Criteria is now available in both print and digital formats.

Appraiser Talk

Have you checked out USPAP Talk? This special series on Appraiser Talk walks you through USPAP in weekly episodes. Join Amy and Lisa as they explore USPAP from week to week. Listen [here](#).

Partner Spotlight

American Society of Appraisers

Take your skills to the next level with upcoming [Personal Property courses and webinars](#) from the American Society of Appraisers, available through August 2026. ASA-accredited members receive 50% off all offerings. Highlights include valuation fundamentals, report writing, fine art appraising, and the new Value in Motion: Market Trends in Personal Property—now open for early-bird registration!

Stay up to date with the 2026–2027 USPAP Update Courses for Personal Property, Gems & Jewelry, and Machinery & Technical Specialties. Spots fill quickly, so register early:

<https://learn.appraisers.org/uspap>.

This fall, ASA will also host [Valuation 20](#), an international gathering of valuation thought leaders in Washington, DC. Mark your calendar for ASA's 2026 International Conference, October 4–6 in Fort Worth, Texas—[early-bird registration is open!](#)

American Society of Farm Managers and Rural Appraisers

ASFMRA will be hosting our Leadership Excellence Experience in Iowa April 6-7. Classes offered in April include VBFH, Cost Approach Applications, General Market Analysis & Highest and Best Use, and Advanced Rural Case Studies. View all our upcoming events [here](#).

Appraisal Institute

Join us April 14-15 for the 2026 Appraisal Institute Annual Conference in Nashville. This two-day event features continuing education for residential and commercial appraisers, regulatory updates, business development training, coaching sessions, artificial intelligence tools, and a first look at new textbooks. Don't miss networking at Nashville Underground—[register today!](#)

Collateral Risk Network

The CRN held an outstanding event March 11-12 at the Cotality facility in Dallas, TX. Seventy-five leaders from various sectors of the lending and collateral risk industries met to learn from one another and network. Thank you to our panelists sponsors and host, Cotality. If you are a leader in your company or in some other capacity, join us. We're already working hard on our industry event.

Become a Member: <https://collateralrisk.org/become-a-member/>

Become a Sponsor: <https://collateralrisk.org/become-sponsor/>

International Association of Assessing Officers

IAAO will present a new online workshop, "Valuing Properties with Renewable Energy Resources," on May 11-12. The course, Workshop 265, is designed for appraisers and assessors who want to enhance their knowledge and skills in the rapidly evolving field of renewable energy.

The course is offered at an introductory rate of \$289 for members and \$399 for nonmembers. Register at: <https://learn.iaao.org/>.

International Society of Appraisers

The International Society of Appraisers continues to lead the field with dynamic education and industry events for appraisal professionals. This year's **ISA Assets Conference** (April 30th to May 3rd in Phoenix, AZ) offers a premier gathering for appraisers featuring expert-led sessions, market trend discussions, hands-on learning opportunities, and valuable networking with peers and industry leaders from across the globe.

This April, members can also deepen their expertise through the “**Current Trends from the Phenomenal Gems Market**” webinar on April 8, 2026, exploring demand, pricing, and valuation factors for rare and unusual gemstones.

National Association of Appraisers

NAA's 2026 Appraiser's Conference and Trade Show (ACTS) will take place April 11–14 in Seattle, WA. This year's program features special events for Appraiser Trainees—including a murder mystery dinner and a field trip—as well as a pickleball tournament fundraiser supporting the Appraiser Relief and George R. Harrison Scholarship Funds. We'll also install our new board members and present the 2026 Appraiser of the Year Award. For full details, visit www.appraisersconference.net.



The Appraisal Foundation
1155 15th Street NW, Suite 1111
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JOB ANALYSIS TECHNICAL REPORT

AQB National Uniform Licensing and Certification Examinations

Certified General, Certified Residential, and
Licensed Residential Appraisers

DATE: December 1, 2025

CLASSIFICATION: Public

AUTHOR: DANIEL HAMM, *SENIOR PSYCHOMETRICIAN*

Contents

Executive Summary	2
Job Analysis	3
2.1 Rationale and Research Design	3
2.2 Job Analysis Committee Meeting	4
2.3 Development of Job Analysis Survey	6
2.4 Survey Methodology	9
2.5 Analysis of Job Analysis Surveys	9
Examination Content Specifications	12
3.1 Job Analysis Foundation	12
3.2 Procedure	12
Exam Item Development	15
4.1 Item Writing	15
4.2 Pretesting and Psychometric Analysis	16
4.3 Expert Validation and Approval of Items	16
4.4 Item Bank Analysis	17
Test Form Construction and Equivalence	17
5.1 Approach	17
5.2 LOFT Form Assembly	18
5.3 Statistical Specifications for Examinations	19
Standard Setting	20
6.1 Overview	20
6.2 Methodology	20
6.3 Results	22
Appendices	23
Appendix A. Survey Invitation and Instructions	23
Appendix B. Survey Demographics	24
Appendix C. Survey Results	36
Appendix D. Task and Knowledge Linkages	51
Appendix E. Content Outlines	59
Appendix F. Item Writing Principles	71
Appendix G. Definitions of Minimum Competence	72

Executive Summary

This report describes the methodology and results of a comprehensive study conducted by PSI Services LLC (PSI) to update the Appraiser Qualifications Board's (AQB) National Uniform Licensing and Certification Examinations.

The study was conducted in accordance with principles and practices outlined in the Standards for Educational and Psychological Testing ¹, which describe principles and guidelines for all aspects of test development, including content validation. All necessary documentation verifying that the validation process has been implemented in accordance with professional standards is included in this report. PSI previously completed a national job analysis and examination specifications for the Appraiser Qualifications Board in 2021.

The project was conducted from January 2025 through November 2025. It was founded on a content validation strategy and entailed a series of steps, including: a national job analysis; development of examination content specifications; item writing; psychometric analysis of items; formal review and rating of items incorporating standard setting procedure by Subject Matter Experts (SMEs); item bank and test form assembly and production.

Highlights of the report include:

- A summary of the new job analysis methodology and results. The study included multiple sources of information (interviews, expert panels, and national surveys) to ensure that the findings would be relevant to the job duties and representative of the important activities performed and knowledge required by Certified General, Certified Residential, and Licensed Residential appraisers throughout the United States. Responses from a total of 3,691 licensees (1,169 Certified General, 2,254 Certified Residential, and 268 Licensed Residential) were gathered using the job analysis survey, representing appraisers from all 50 states and the District of Columbia.
- Updated examination content specifications based on the new job analysis results, including topic areas, cognitive levels, and relative weights. The specifications were developed with the input of SMEs representing key professional stakeholder groups (licensees, regulators, and educators). A summary of the empirical and rational procedures used to derive the examination content specifications from the results of the job analysis study is provided.
- Procedures for item development and subsequent independent SME review. The item bank was reviewed and aligned with the new examination specifications. SMEs reviewed new and existing test questions to ensure job relevancy, identified cognitive levels, and assigned items to appropriate topic areas. PSI worked with SMEs to write new items to address the updated examination content specifications, including the development, and review.

¹ American Educational Research Association, American Psychological Association, National Council on Measurement in Education (2014). *Standards for Educational and Psychological Testing*. Washington, DC: AERA.

- A description of the status of the Licensed Residential, Certified Residential, and Certified General item banks with respect to the new content and statistical specifications. PSI's item banks are sufficiently robust to allow random construction of exams based upon prescribed statistical parameters. All items were developed by experienced SMEs, then reviewed and approved by an SME Advisory Panel. New items are continuously developed and reviewed by SMEs.
- Construction of equivalent test forms. All three levels of exam are constructed using PSI's proprietary linear on-the-fly testing (LOFT) system (FormCast™) to generate exams that comply with content and statistical specifications, producing equivalent examination forms comprising unique combinations of items for each candidate.
- A description of PSI's passing ("cut") score study for all exams based upon the new specifications including the methodology and results. PSI used a modified Angoff procedure to derive recommended cut scores for each examination form based on the new content specifications. SMEs developed comprehensive definitions of minimal acceptable competence for each credential.

The SMEs involved in the job analysis were selected by the Appraisal Foundation (TAF) and the AQB, and the individuals selected represent a wide variety of work-related characteristics such as years of experience, work setting, geographic location, and areas of specialty. This helped in developing a scope of practice that is reflective of the roles and responsibilities of appraisers and is relatively free from bias. By analyzing the experiences and expertise of current appraisers, the results from the job analysis became the basis of a validated assessment that reflects the competencies required for competent and safe practice.

The job analysis process utilized in this study yields exam specifications that accurately reflect the scope of practice, allowing for the development of fair, accurate, and realistic assessments of candidates' readiness for certification or licensure. The resultant detailed Examination Content Outlines are included (Appendix E).

Job Analysis

2.1 Rationale and Research Design

2.1.1 PURPOSE

A job analysis (sometimes referred to as a practice analysis, job task analysis, or work analysis) is a scientific inquiry conducted to identify the tasks and work activities conducted, the context in which those tasks and activities are carried out, and the competencies (knowledge areas, skills, and abilities) required to perform a job role successfully². Different methods can be used which may differ in the levels of specificity in analyzing and describing different work elements, with the

² Sackett, P.R., Walmsley, P.T., Laczko, R.M. (2012). *Job and work analysis: Industrial and Organizational Psychology*. In N. Schmitt, S. Highhouse (Eds.), *Comprehensive Handbook of Psychology*, Volume 12. New York, NY: John Wiley and Sons.

choice of method largely dependent on the intended purpose and use of the results. The methodology of the current analysis was tailored to the creation of exam specifications for test development.

When completed, the job analysis process utilized in this study yields exam specifications that accurately reflect the scope of practice, allowing for the development of fair, accurate, and realistic assessments of candidates' readiness for certification. The job analysis is typically performed when there are significant changes in the industry so that the content outline represents the current scope of practice. Because it serves as the primary basis for content validity evidence, as required by the standards, the job analysis is a primary mechanism by which a certifying body or regulatory board can ensure the accuracy and defensibility of an exam. It serves as the foundation of the certification exam and is critical to the success of the entire exam development process. The job analyses were completed in a multi-step process as described below.

2.1.2 METHODOLOGY

The job analyses were conducted with the aim that all important and critical tasks and knowledge that were frequently applied in appraisal practice would be identified. The level of specificity was controlled by creating tasks and knowledge with a consistent conceptual "size" that reflected about the same amount of work. For example, each task is a mutually exclusive unit of work rather than an individual step in a procedure. The task was a "stand alone" unit of work that did not depend on qualifiers (e.g., properly, correctly) or, upon the context of other tasks to be meaningful. Knowledge was conceptualized in terms of principles, methods, techniques, and other bodies of knowledge that were used in actual practice.

2.2 Job Analysis Committee Meeting

2.2.1 BACKGROUND RESEARCH

PSI conducted a thorough review of prior job analysis studies, examination specifications, and other documentation and relevant resources, such as textbooks, manuals, federal laws, and state regulations. Current and newly emerging professional activities and knowledge used on the job were identified.

2.2.2 INTERVIEWS WITH PRACTITIONERS

Phone interviews were conducted with nine appraisers to gain an understanding of any changes to the profession since the 2021 job analysis study. The interview participants were experienced appraisal professionals working as (or who had worked as) appraisers in large and small firms. PSI achieved equal representation across each exam title with three SMEs for each.

During the interviews, SMEs were asked the following questions. Responses were used in preparation of the task and knowledge statements for the job analysis meeting and survey development. In addition, SMEs were asked questions about the current PSI examination regarding areas for possible innovation.

Background Questions:

1. *What license(s) do you hold in the Appraisal industry and what is your current job title?*
2. *What state(s) do you hold an active Appraisal license in?*
3. *What is your background in the Appraisal field? How long have you been licensed as an appraiser?*

Questions about the current ECO:

1. *Which topics/subtopics are the most critical to your job as an appraiser?*
2. *Are there any subtopics that are not listed that should be?*
3. *Is there anything listed that is no longer relevant to your job as an appraiser?*
4. *What are some of the important and/or frequently performed tasks for each topic area?*

General Questions:

1. *What major changes to the industry have occurred in the last five years? When? How does it impact the Appraiser profession (for example, non-traditional appraisal methods, new technologies)?*
2. *What areas within the Appraiser practice have become less significant in the last 5 years? Are there areas that are less important because the practice and/or techniques/technology have changed?*
3. *What areas within the Appraisal practice have become more significant in the last 5 years? Are there areas that are more important because the practice and/or techniques/technology have changed?*
4. *What new technological advances or techniques are being used in appraising? Does it affect minimally competent candidates (for example, hybrid appraisal assignments, mobile appraising, AI appraising systems, Machine Learning)?*
5. *How do you expect government involvement to affect licensing in the profession? What trends are starting now that will become more significant over time?*
6. *What trends are you seeing for areas where new professionals might require more training (for example, statistics, less time in the field...)?*
7. *What are important skills sets that you have seen entry-level appraisal licensees lacking?*
8. *What do you hear from people in your state regarding the national exam?*
9. *What do you think about the current exam? What is working well? What isn't? What could be improved (difficulty, length, topic coverage, depth of the exam)?*
10. *What are your thoughts on application or scenario items? How many (percentage) should be on the exam?*
11. *What are some of the most challenging and complex aspects of your job as a licensed appraiser?*
12. *What major changes to the industry do you believe will affect the profession in the next 5-10 years?*
13. *What other important aspects about the profession would you like to share with us? Anything that is important to note about the professional that we have not yet discussed?*

2.2.3 PREPARATION OF PRELIMINARY LISTS OF KNOWLEDGE AND RISK MANAGEMENT STATEMENTS

Preliminary lists of tasks and knowledge statements were identified based on a synthesis of information gathered from background research and interviews. Specific statements of job tasks and knowledge were transcribed from the information gathered such that each job task had a consistent format and language. The tasks and knowledge were designed to capture the essence of the job activity or knowledge at the same “conceptual size.” The scope of the tasks

and knowledge was intended to provide a comprehensive description of real estate practice by licensees who possess a minimum required level of competence for safe and competent performance.

2.2.4 SME ADVISORY COMMITTEE REVIEW AND VALIDATION OF TASKS AND KNOWLEDGE STATEMENTS

The preliminary lists were critically reviewed and confirmed to be job related by members of the SME Advisory Committee as well as AQB members during a virtual meeting held on March 21st, 2025. The committee consisted of appraisal professionals who had years of experience as educators and practitioners.

The committee reviewed the task and knowledge statements and make edits where needed to make sure the statements were clear, at the same level of specificity, and could be universally understood across practice settings. Task and knowledge statements were refined until each statement was structured in a consistent format and phrased in terms that were technically correct, conceptually accurate, comprehensive, and representative of practice. Additional tasks and knowledge statements were added that were not originally identified during the background research or SME interviews.

Following the meeting, the lists of task and knowledge statements were emailed to all SME Committee members for a final review. The final list consisted of 40 tasks and 61 knowledge statements. It was noted during the meeting that not all tasks and knowledge statements were applicable to all three appraiser designations (CG, CR, and LR). However, it was decided that we would include all statements for each group and let the survey data drive the decisions for inclusion or exclusion from the ECO.

2.3 Development of Job Analysis Survey

2.3.1 SURVEY ADMINISTRATION

PSI developed, administered, and monitored three separate surveys for Certified General appraisers, Certified Residential appraisers, and Licensed Residential appraisers to validate the task and knowledge statements developed and refined by the SME Advisory Committee. The surveys consisted of three sections: Background Information, Task Ratings, and Knowledge Ratings. The full results of the surveys are presented in Appendix B.

Demographic Questions

In each survey, the first section asked respondents the following background questions:

- What is your primary occupation?
- What best describes your gender?
- In which states, federal district, or territories are you credentialed?
- What is your highest level of education?

- How many years of real estate appraisal experience do you have?
- What type of organization do you work for?
- How many licensed or certified appraisers are employed by your current organization, including yourself?
- Which type of appraisal assignments makes up the majority of your work?
- Which of the following describes your primary service area?

Task Ratings

In the second section of each survey, respondents were instructed to provide ratings of the importance and frequency for each task statement. The importance and frequency scale were used to evaluate the appropriateness of the inclusion of each task statement. Detailed descriptions of the rating scales are presented in the next subsection.

Knowledge Ratings

The third section of the survey had respondents provide ratings of the importance and frequency for each knowledge statement. The importance and frequency scale were used to evaluate the appropriateness of the inclusion of each knowledge statement. Detailed descriptions of the rating scales are presented in the next subsection.

2.3.2 RATING SCALES

Rating scales were used to elicit quantitative information from certified or licensed appraisers regarding their professional practice. In the surveys, respondents indicated the rating that corresponded to the frequency with which they performed a task and how important the task was relative to other tasks they performed. Respondents also provided relative frequency, and importance ratings for knowledge elements used in their practice.

Rating Scales for Task Statements

Importance

How important is this activity to competent performance of your job as an appraiser?

0 – Not Important: *The inability to perform the activity results in virtually no consequences for clients, customers, or my firm/company.*

1 – Slightly Important: *The inability to perform the activity may result in minor consequences for clients, customers, or my firm/company.*

2 - Moderately Important: *The inability to perform the activity may result in moderate consequences or harm to the clients, customers, or my firm/company.*

3 - Very Important: *The inability to perform the activity may result in significant consequences or significant harm to clients, customers, or my firm/company.*

4 – Critical: *The inability to perform the activity may result in serious consequences or extensive harm to clients, customers, or my firm/company*

Frequency

How often do you perform this activity on your job? Consider how often you performed this activity over the past year.

- 0 – Never:** *I do not perform this activity in my job.*
- 1 – Rarely:** *I perform this activity about once a year.*
- 2 – Sometimes:** *I perform this activity about once a month or a few times in a year.*
- 3 – Frequently:** *I perform this activity about once a week.*
- 4 - Very Frequently:** *I perform this activity several times a week or almost daily.*

Rating Scales for Knowledge Statements

Importance

How important is this knowledge to competent performance of your job as an appraiser?

- 0 – Not Important:** *This knowledge has no impact on competent performance of my job.*
- 1 – Slightly Important:** *This knowledge is helpful to performing my job at an acceptable level but will have little impact on overall performance.*
- 2 - Moderately Important:** *Lacking in this knowledge will make it difficult to perform certain parts of my job but will have little impact on overall performance.*
- 3 - Very Important:** *Lacking this knowledge will have a serious negative effect on performing parts of the job and will result in poorer overall job performance.*
- 4 – Critical:** *This knowledge is absolutely essential. Lacking this ability or characteristic will result in being unable to perform the job at an acceptable level.*

Frequency

How often do you use this knowledge on your job? Consider how often you performed this activity over the past year.

- 0 – Never:** *I do not use this knowledge in my job.*
- 1 – Rarely:** *This knowledge is one of the least frequently used knowledge in my job.*
- 2 – Sometimes:** *This knowledge is used somewhat frequently in my job.*
- 3 – Frequently:** *This knowledge is used more frequently than most other knowledge in my job.*
- 4 - Very Frequently:** *This knowledge is used almost constantly in my job.*

2.3.3 ONLINE SURVEY TOOL

The job analysis surveys were entered into an online survey tool for distribution via email to licensees nationwide. The online format allowed participants to log in multiple times to their survey if they were unable to respond in one sitting. The job analysis ratings were automatically saved in the survey software database each time a respondent logged off the system.

2.3.4 PILOT STUDY

A pilot study was conducted with the job analysis SME Advisory Committee and TAF personnel to ensure the survey was operating correctly. Requested modifications and corrections were made prior to the nationwide survey release.

2.4 Survey Methodology

2.4.1 SAMPLING PLAN

PSI worked with TAF to distribute the survey to credentialed appraisers nationwide. Their email distribution list contained over 65,000 individuals. The list largely consisted of appraisers who have taken a 15- or 7-hour USPAP course. The list also contained additional stakeholders such as state regulators and educators.

2.4.2 SURVEY ADMINISTRATION

The deployment of the surveys entailed several steps during a period of several weeks. An email was sent to potential participants containing an invitation to participate in the survey and a link to the web-based survey instrument. PSI provided the survey invitation message to TAF to ensure uniform information was provided to all potential survey participants. The invitation included the purpose of the survey, a general description of the information that would be collected, the time it would take to complete the survey, and a description of how to opt out of future reminder emails to complete the survey. Those individuals who were interested in participating were directed to follow a link to the website where data collection occurred. Participants could log on and complete the entire survey at one time or complete it in sections over several sessions.

The survey was officially open on April 1, 2025, and closed on May 31, 2025. Reminder emails were sent on a weekly basis, and weekly updates were given to the TAF to determine if expected response counts were being met. Due to adequate response rates, the survey window did not need to be extended.

2.5 Analysis of Job Analysis Surveys

2.5.1 RESPONSE RATE

A total of 3,691 individuals completed the job analysis survey (1,169 CG, 2,254 CR, and 268 LR). The responses represented all 50 states and the District of Columbia. Based on the total number of credentialed appraisers that were sent the survey, the survey response rate was approximately 5.7%. Considering email spam filtering technology and restrictions, the response rate is acceptable.

Table 1. Total Survey Responses

Examination Title	Count
Certified General	1169
Certified Residential	2254
Licensed Residential	268

2.5.2 DATA QUALITY CONTROL

Respondents were removed who did not complete at least 10% of the survey, provided responses lacking any variance (i.e., “straight-lining” or providing the same response to every statement), or did not continue past the demographic questions. Responses from 1,117 respondents were removed from the data set, yielding a usable number of 2,574 responses to both demographic questions and survey questions. The following table shows the total number of usable responses after following the removal criteria listed above.

Table 2. Total Usable Responses

Examination Title	Count
Certified General	869
Certified Residential	1543
Licensed Residential	162

2.5.3 SURVEY RATING SUMMARY STATISTICS

For the full list of survey results, see Appendix C.

Task Ratings

For each knowledge statement, the following summary statistics were computed:

- **PERCENT PERFORMED:** A percentage value was calculated to indicate the percentage of respondents who perform the job activity.
- **MEAN FREQUENCY:** A frequency rating of 2 indicated that the respondent performed the job activity about once a month or a few times in a year. Higher responses indicated that the respondent conducted the job activity frequently or very frequently, and lower responses indicated that the respondent rarely or never performed the job activity.
- **MEAN IMPORTANCE:** An importance rating of 2 indicated that the job activity was moderately important. Higher importance ratings meant that the activity was considered to be very or critically important, while lower importance ratings meant that the activity was considered to be slightly important or not important when compared to other activities.
- **MEAN KNOWLEDGE CRITICAL VALUE:** The frequency and importance ratings were multiplied for each task to produce a composite rating, task critical value. The purpose of the composite rating was to provide a unitary index to summarize the overall importance of the tasks.

Knowledge Ratings

For each knowledge statement, the following summary statistics were computed:

- **PERCENT USED:** A percentage value was calculated to indicate the percentage of respondents who use the knowledge presented.

- **MEAN FREQUENCY:** A frequency rating of 2 indicated that the respondent used the knowledge somewhat frequently, relative to other knowledge used on the job. Higher responses indicated that the respondent used the knowledge frequently or very frequently, and lower responses indicated that the respondent rarely or seldom used the knowledge.
- **MEAN IMPORTANCE:** An importance rating of 2 indicated that the respondent indicated that the knowledge was moderately important. Higher importance ratings meant that the knowledge was considered as very important or critically important in the job, while lower importance ratings meant that the activity was considered to be slightly important or not important when compared to other knowledge in the job.
- **MEAN RISK MANAGEMENT CRITICAL VALUE:** The frequency and importance ratings were multiplied for each knowledge statement to produce a composite rating, knowledge critical value. The purpose of the composite rating was to provide a unitary index by which to summarize the overall importance of the knowledge.

Table 3. Summary of Task Ratings

Task	Percent of Statements that Qualified	Avg. Percent Performed by Respondents	Mean Frequency of Qualified	Mean Importance of Qualified
Certified General	90%	95%	3.27	3.27
Certified Residential	83%	95%	3.43	3.33
Licensed Residential	88%	96%	3.29	3.21

Table 4. Summary of Knowledge Ratings

Knowledge	Percent of Statements that Qualified	Avg. Percent Performed by Respondents	Mean Frequency of Qualified	Mean Importance of Qualified
Certified General	93%	95%	3.01	3.13
Certified Residential	84%	92%	3.04	3.15
Licensed Residential	82%	94%	2.97	3.12

Examination Content Specifications

3.1 Job Analysis Foundation

The job analysis survey results provided a basis for the development of content specifications for the National Uniform Licensing and Certification Examinations. The job analysis results were reviewed by an Advisory Committee, and their expert judgments were combined with the empirical data to further enhance the validity of the results. Details regarding the process of developing the specifications are provided in the following section. The same procedures were followed for the CG, CR, and LR examinations.

3.2 Procedure

The examination specifications were developed with the assistance of an Advisory Committee comprised of 23 SMEs (10 CG, 7 CR, and 8 LR SMEs), including highly experienced licensed and certified practitioners, educators, and members of the AQB. SMEs were selected with respect to breadth and depth of experience and domain knowledge, as well as to represent diverse regions and geographical locations.

3.2.1 PRELIMINARY IDENTIFICATION OF QUALIFYING JOB KNOWLEDGE AND RISK MANAGEMENT STATEMENTS

Identification of Qualifying Task Statements

An analysis was also performed to identify task statements recommended for consideration in the content outline (i.e., qualifying knowledge). Three criteria were required to be met in order to be considered qualifying:

1. The task was performed by at least two thirds or 66.7% of respondents;
2. The mean frequency rating of the task was 2.0 or greater;
3. The mean importance rating of the task was 2.0 or greater (or 2.5 or greater if the mean frequency did not meet criteria)

Identification of Qualifying Knowledge Statements

An analysis of the survey data was performed to identify knowledge statements that were recommended (“qualified”) for use in developing the content outline. The following three criteria were required to be met:

1. The knowledge was used by at least two thirds or 66.7% of respondents;

2. The mean frequency rating of the knowledge was 2.0 or greater;
3. The mean importance rating of the knowledge was 2.0 or greater (or 2.5 or greater if the mean frequency did not meet criteria)

3.2.2 ADVISORY COMMITTEE VALIDATION OF CONTENT SPECIFICATIONS

SME Meeting

PSI conducted an in-person meeting with LR, CR, and CG members of the Real Estate Appraisal Advisory Committee in Arlington, VA on July 22 through July 24, 2025, to establish content specifications for the National Uniform Licensing and Certification Examinations. The meeting began as one large group with the CG, CR, and LR groups together for an overview of the job analysis and examination development process. The goal of the overview was to assist committee members in understanding the multi-phase process involved in developing psychometrically sound examinations.

Next, the groups separated into their specific credential levels and a summary of the job analysis sample and procedure was presented to provide a context for interpretation of the job analysis results for each specific group. This began with an explanation of the goal of job analysis surveys, which was to obtain an accurate, current description of the jobs of real estate appraisers. The job analysis survey ratings were also presented, along with their associated rating scales.

Finally, the committees were instructed to review the job task and knowledge ratings, and to provide the following input in a facilitated discussion to achieve consensus with respect to the following:

- Reasonableness of job analysis results and qualifying tasks and knowledge;
- The items were needed at the time of licensure or certification;
- Appropriateness of topics and subtopics;
- Weightings (percent) for topics and subtopics; and
- Cognitive level (recall, application, and analysis) required for the knowledge (to be tested by the examination items)

Determination of Knowledge and Risk Management Inclusion

The SMEs confirmed most of the job analysis results, with some modifications. A number of statements in the LR survey were eliminated by the expert panel due to them being beyond the scope and requirements of an LR appraiser. The CR and CG groups each approved all statements. Based on the committee's recommendations, the approved tasks and knowledge were included in the examination specifications. These tasks and knowledge statements are listed in Appendix C.

Determination of Topics, Subtopics, and Cognitive Level

The knowledge statements resulting from the job analysis were organized into preliminary topic areas by mapping them onto the existing National Uniform Licensing and Certification Examination outline and adding new potential topics, as needed. These preliminary mappings were presented to the separate committees who discussed the knowledge topics and subtopics and the percentage of items per topic and subtopic until consensus was reached within each group. The committees agreed by

consensus which knowledge topics and subtopics were associated with each task and to include topics that would apply to all states rather than topics that were state specific. They also rated the relative weight that each content area should be given in the CG, CR, and LR exams.

Once the committees agreed upon the topic and subtopic assignments that comprise examination content outline, the committee determined the cognitive level for each subtopic to be assessed. The cognitive level is a function of the depth of knowledge and the level of complexity in how the information is used to perform job activities. In the context of licensure and certification testing, the focus is on the level of knowledge required at the time of initial licensure in order to meet the minimum requirements for safe and effective practice ³.

Specifically, the committees were asked to determine the level of cognitive complexity that is required for an appraiser at the time of initial licensure or certification in each of the subtopics being tested. The three cognitive levels are described below.

- **RECALL:** the ability to identify, recall or recognize terms, facts, methods, procedures, basic concepts, principles and processes.
- **APPLICATION:** the ability to apply concepts and principles to situations to identify solutions; calculate solutions to mathematical problems; interpret charts and graphic data; classify items; and interpret information.
- **ANALYSIS:** the ability to integrate and analyze complex information from a series of events or circumstances, formulate and specify a course of action, and evaluate a conclusion or outcome.

Determination of Test Length and Domain Weights

The committees discussed the test length (number of items) that would be appropriate to assess the content domains in the test specifications and determined that they would be appropriately assessed by the current number of items on each of the respective exams. The members then determined the percentage of items that should be included on the test for their credential level for each content area in two phases. The committee distributed the percentage weights across the major topic areas. Then, the committee decided on the percentage weights of each subtopic.

Table 5. Summary of Test Length

Examination Title	Active Items per form	Pre-test Items per form	Total Items per form	Time in minutes
Certified General	110	15	125	360
Certified Residential	110	15	125	240
Licensed Residential	110	15	125	240

Linkage of Knowledge to Job Tasks

³ Bloom, B.S. (1956) Taxonomy of Educational Objectives, Handbook: The Cognitive Domain. David McKay, New York.

In the final step in the development of the content specifications, the committees formally linked the tasks and knowledge. For every knowledge statement in each subtopic, the committee was asked to specify which tasks were associated with a given knowledge. Only tasks that met the preliminary qualifying criteria or tasks that the committees deemed important enough to include in the examination were linked to knowledge statements. The task and knowledge linkages are listed in Appendix D.

Content Specifications

As a result of the survey and SME committee review of the results, new content specifications were produced for each examination. Appendix E presents the new content specifications for each examination. The first and second columns detail the topic and subtopic descriptions. The third column details the number of items represented by each topic and subtopic. The fourth column shows the appropriate cognitive level of the exam items within that topic and/or subtopic.

Exam Item Development

4.1 Item Writing

4.1.1 OVERVIEW

Examination items were developed in accordance with the examination content specifications and written by the Advisory Committee SMEs selected by TAF and the AQB and trained and supervised by PSI test development staff. PSI staff reviewed the current item bank and identified areas of the new content specifications that needed additional items written to meet minimum weighting criteria.

The item writer training was based on item writing guidelines developed by PSI, which provide instructions on the content and format of test items as presented in Appendix F. These item writing instructions are based upon the abundance of research on item writing guidelines summarized by Haladyna, Downing, and Rodriguez (2002)⁴.

4.1.2 ITEM WRITING TRAINING

All item writers attended a presentation outlining the principles of good multiple-choice item construction. Item writers were provided with the PSI item writing guide, the guidelines for cognitive levels, and detailed definitions of subtopic areas within the content specifications. Subtopic areas that were identified during PSI's gap analysis were assigned to item writers.

4.1.3 PRELIMINARY REVIEW OF ITEMS

⁴ Haladyna, Thomas & Downing, Steven & Rodriguez, Michael. (2002). A Review of Multiple-Choice Item-Writing Guidelines for Classroom Assessment. *Applied Measurement in Education - APPL MEAS EDUC.* 15. 309-333.

All newly written items are subject to at least three careful reviews by PSI professionals, one review for conformance to sound item writing principles (See Appendix F) one to verify the keyed response and the source citation; and one for cross-cultural and gender acceptability. The editing process is designed to ensure that the items are easy to understand, consistent, well written, and measuring job-relevant content. Suggestions for rewording were included in each item, using track changes, so that item reviewers could view the original wording and the proposed rewording of item stems, keys, and distractors.

4.2 Pretesting and Psychometric Analysis

Each new or modified item is pretested prior to operational use. Pretest (i.e., non-scored) items are embedded in active examinations and are not distinguished in any way from the items that will contribute to the candidate's test score. The pretest (i.e., non-scored) items are not included in the scoring of the examination, but the candidate's answer is recorded and stored so item statistics can be accumulated.

After an item is administered to a sample of individuals, the statistics are reviewed. General requirements are that item difficulty (i.e., p-values) are between 0.25 and 0.95, with a point-biserial coefficient of 0.10 or higher. Items meeting these standards are deemed qualified for operational use; with some exceptions due to content-area requirements.

4.2.1 PERIODIC RE-EVALUATION OF EXISTING ITEMS

Although all items in the bank have been approved by a previous panel of experts, PSI monitors item performance to meet PSI's standards for statistical criteria and conducts periodic reviews to ensure that they remain important, job related, and appropriate for use. On a regular basis, the statistical properties of items in active use are reviewed. In cases where the statistical properties change markedly, items are deactivated in the pool and submitted for review. Candidate comments also prompt an item review and may lead to immediate deactivation and subsequent SME review.

Items are modified or replaced to reflect changes in real estate appraisal practices. PSI monitors legislative issues affecting the examination program via an online service and other appropriate sources. PSI reviews all revised statutes and regulations as well as relevant court decisions and works with SMEs to revise the affected examination items or generate new items as appropriate.

4.3 Expert Validation and Approval of Items

Members of the SME Advisory Committee review and approve all newly written items before items are used as scored or pretest items on an examination. SMEs are asked to determine the acceptability of each item, which includes a determining:

- If the item should be deleted because it was not relevant, not important, or had a flaw that could not be corrected.
- If the item should be retained because the item was well written, had no obvious flaws, or is it important for beginning licensees to know.
- If the item is acceptable as edited.

4.4 Item Bank Analysis

PSI conducted an analysis of its separate LR, CR, and CG item banks to guide continuous examination development efforts in accordance with the new examination specifications. The number of items in each of the examination content areas was assessed both in relationship to the new content area weights detailed in the test content specifications, and in terms of the number of available items. New item development priority was assigned to new topic areas with relatively fewer items. When a topic area was proportionately underrepresented in terms of available items but had a sufficient number of items to prevent their rapid overexposure, the topic area was flagged for future item generation.

PSI generally targets a minimum item bank size of three items per item position on the examination. PSI's goal is to have between four and six items per item position. Future item development is planned to provide more depth for the item pool in the subtopic areas added to the test content specifications for the first time in the current cycle of test development.

4.4.1 ONGOING ANALYSIS

PSI staff members monitor the statistics of individual items and overall test performance on an ongoing basis. Specifically, item statistics are examined regularly to meet the criteria or flagged for review. Items that do not perform as expected are deactivated in the item bank and new content is developed, reviewed by subject matter experts, and pretested prior to operational use.

PSI also tracks item exposure and item drift through its bank analysis. Items that indicate positive trends are subsequently removed from the bank of active items and replaced with alternate, parallel versions. To mitigate item exposure, PSI works to develop 5% to 10% new content per year.

Test Form Construction and Equivalence

5.1 Approach

The examination construction approach for the CG, CR, and LR examinations is concentrated on producing equivalent alternate forms in accordance with recommendations by Millman and Greene (1989)⁵ and Kane (2006)⁶. Items are developed according to content specifications derived from the job analysis study.

Once items are developed, they are pretested with similar populations of candidates before an item becomes operational. Pretest (non-scored) items are embedded in examination forms to ensure that candidate motivation is equivalent to that of actual candidates. Psychometric analyses are conducted, and item statistics are examined to select those that meet appropriate thresholds before being designated as operational in the item bank.

Items are initially selected from the item bank for each test in accordance with examination content specifications. Items are available for selection if they are marked as 'Approved' in the item bank to signify the item has gone through the validation and approval process. Using content categories, the approved items for each examination are categorized into item groups that are relatively homogeneous in terms of item content. All items in an Item Sampling Group (ISG) are independent of, and may be used with, items in any other item group. All items in an ISG are interchangeable in terms of the content measured, though their statistical characteristics may differ. ISGs are composed according to the content specifications.

5.2 LOFT Form Assembly

Within the guidelines created by the content specifications and associated ISGs, examination forms are constructed from the approved items in the bank based on a proprietary LOFT (Linear-On-The-Fly) algorithm known as FormCast™. A complete discussion of the FormCast™ methodology is described in articles by Weiner and Gibson (1998)⁷.

The core of the FormCast™ methodology is based on classical test theory assumptions. Test forms are generated by the computer algorithm to achieve content balancing and pre-established statistical properties. Appropriate content coverage is the first part of the algorithm. Here, the algorithm searches the bank for items that cover the domain as specified in the content specifications. Then the program tests the "fit" of the test form by comparing the statistical properties of the test form with the benchmark statistical parameters. The test mean, standard deviation, and reliability are the three parameters used to cast parallel test forms.

⁵ Millman, J., & Greene, J. (1989). The specification and development of tests of achievement and ability. In R. L. Linn (Ed.), *Educational measurement* (3rd ed., pp. 335–366). Macmillan Publishing Co, Inc; American Council on Education.

⁶ Kane, M. (2006). Content-related validity evidence in test development. In S. M. Downing, & T. M. Haladyna (Eds.), *Handbook of test development* (pp. 131-153). Mahwah, NJ: Lawrence Erlbaum Associates.

⁷ Weiner, J.A. & Gibson, W.M. (1998). Generating Random Parallel Test Forms Using CTT in a Computer-Based Environment. *Journal of Educational Measurement*, 35(4), 297-310.

In the FormCast™ procedure, test forms are equated by ensuring the mean and standard deviation are equivalent, and that a threshold reliability value is met. Given that the cut score is located near the mean of the test, this approach provides the most efficient equating design.

The FormCast™ algorithm also specifies a target reliability coefficient. This additional statistical specification ensures that forms possess adequate measurement precision. The KR-20 and coefficient alpha indices provide a summary index of reliability across the range of test scores. Additional measures of decision consistency can be computed focusing on the consistency of decisions made at the cut score

5.3 Statistical Specifications for Examinations

In establishing target examination form parameters, PSI's FormCast™ software iteratively generates 1,000 forms of the test and calculates the mean, standard deviation, and reliability statistic for each form. PSI test development specialists review the data, and the mean values of each statistic are established as target parameters for creating alternate examination forms.

Although the software creates 1,000 forms, not all forms will necessarily meet the target criteria (mean, standard deviation, and reliability). The software will identify the total number of forms that meet the target criteria out of the 1,000 forms created. As a standard, PSI requires that a minimum of 200 forms meet the target criteria before implementing LOFT as a delivery method.

The established form target parameters are configured in PSI's automated test delivery system to ensure that each form delivered is in compliance with specifications for content and statistical properties. The automated FormCast™ algorithm ensures that an equivalent test form is delivered to each candidate, which meets the examination content specification, as well as psychometric criteria.

Another step in the quality assurance process is the creation of five randomly cast forms, which are scored. Responses are created to check that candidates receive the correct result when their scores are one below the cut score, exactly at the cut score, one above the cut score, all incorrect, and all correct. This check is performed for every jurisdiction's cut score.

Once FormCast™ is set to generate forms (i.e. all items have been checked, confirmed to be classified as approved, and that all forms are equally content and statistically equivalent (parallel), the automated system will ensure that a candidate receives a form that is in compliance with the parameters. Thereafter, FormCast™ will generate a unique parallel form for each registered candidate without the need for review by development staff.

PSI closely monitors examination item statistics and pass rates following an examination launch and for routine maintenance and security. Any deviations or significant changes in statistics are investigated and acted upon, when necessary. Candidates are able to make comments directly on an item during testing. These comments are reviewed regularly to identify any potential issues that may warrant investigation.

Standard Setting

6.1 Overview

A standard setting study conducted for the Appraisal Qualifications Board (AQB) National Uniform Licensing and Certification Certified General (CG) Appraiser, Certified Residential (CR) Appraiser, and Licensed Residential (LR) Appraiser examinations. The study was conducted using methods that objectively facilitated the criterion-referenced nature of credentialing decisions, based on a method described by Angoff (1971)⁸. The study results informed the selection of a passing standard.

As with any professional practice standard setting process, a degree of professional judgment is required. It is essential that these judgments be rendered by qualified experts who understand the intended use of the examination and possess the requisite knowledge and experience in the relevant content domain, enabling them to determine the level of competence that can be reasonably expected. Moreover, these judgments must account for the examination's format and purpose to ensure meaningful and appropriate decisions.

This determination must also acknowledge the influence of potential measurement error on classification decisions, as well as the negative consequences that possible misclassification may have for both examinees and the public. Accordingly, this report documents the appropriateness of the established passing point (cut score) used to determine examinee decision outcomes.

The Angoff procedure's underlying philosophy is that the passing standard should reflect the performance expected of minimally competent examinees (i.e., those with the requisite capabilities commensurate with the eligibility requirements). Therefore, this procedure requires judges to assign an expected performance rating to each test item, reflecting the likelihood that a minimally competent examinee would answer it correctly.

6.2 Methodology

The judges serving on the standard setting panel were selected by the Appraisal Foundation (TAF) and AQB based on their subject matter expertise. They were chosen to achieve an appropriate balance of potentially relevant professional characteristics, including areas of specialized expertise, experience level, practice settings, and geographic distribution.

On September 24, 2025, the judges participated in a standard setting study at the PSI offices in Olathe, KS. The study consisted of the following three major steps:

1. Definition of minimum competence
2. Rating of examination items
3. Consideration of empirical data

⁸ Angoff, W.H. (1971). Scales, Norms, and Equivalent Scores. In R.L. Thorndike (ed.), Educational Measurement. Washington, D.C., American Council on Education, 1971.

The judges engaged in an introductory presentation describing the standard setting activity and their role in the process.

6.2.1 DEFINITION OF MINIMUM COMPETENCE

In preparation of the rating process, the panel discussed the definition of a minimally competent candidate (MCC), defined as an individual who possesses sufficient knowledge to practice safely and competently, but who does not demonstrate the knowledge level of an expert.

The judges discussed specific behaviors, or performance-level descriptors (PLDs), that an MCC would exhibit to demonstrate their competence. To guide their identification of PLDs, the judges were instructed to focus on actions that: 1) are not beyond the MCC's knowledge level; 2) are not activities the judges themselves do not perform; 3) do not reflect expert-level knowledge; and 4) represent specific, competence-demonstrating behaviors. They proposed ideas for minimum competence and reached consensus through discussion. For final definitions of minimum competence, see Appendix G.

6.2.2 RATING OF EXAMINATION ITEMS

Judges were then trained on the item rating process. Central to this process is the notion that each rating is provided individually by each judge and reflects the answer to this question: What percentage of MCCs would you expect will answer this item correctly?

Each item was presented to the judges one at a time. After reviewing the stem and response options, each judge provided an initial rating (round 1) by recording their estimated percentage in a spreadsheet.

6.2.3 CONSIDERATION OF EMPIRICAL DATA

Following the initial rating for each item, the answer key and p-value were presented, allowing the judges to reconsider their thought process and revise their ratings (round 2 rating). The judges were specifically advised to consider whether their initial ratings might have been too high on items that they answered incorrectly, or if their expectations for MCC performance differed substantially from the p-value, which represents the performance of a sample of examinees with a full range of competence and performance. Judges then recorded their round 2 ratings in the same spreadsheet.

Once the round 2 ratings were collected, items were identified for which the average rating exceeded the p-value by 15 points or more, and items for which the spread between the highest and lowest ratings differed by more than 30 points. The judges discussed these items to determine why their expectations differed significantly from the observed difficulty or from each other's estimates. All raters were then given the opportunity to revise their ratings again (round 3 rating) for these specific items. During round 3, judges called out their revised ratings, which the facilitator entered on screen.

6.3 Results

6.3.1 RECOMMENDED PASSING STANDARD FOR EXAMS

As mentioned previously, the determination of a cut score must acknowledge the influence of potential measurement error on classification decisions, as well as the negative consequences that possible misclassification may have for both examinees and the public. To account for this potential measurement error, PSI developed a range comprised of \pm three standard errors above and below the panel-estimated cut score, all of which could be potential defensible options.

6.3.2 ESTABLISHED PASSING STANDARD

The results of the study were presented to the AQB on November 18, 2025. The AQB was advised to establish a cut score within the range of 3 standard errors below or above the panel-estimated cut score. Following discussion, the AQB established an independent cut score for each examination.

The LOFT poll/form used for standard setting, which will be administered during the dates of April 2026 through December 2026, will be used as the base form for the creation of subsequent forms of the examination, to be made parallel and equivalent using statistical pre-administration equating and adherence to the content allocation requirements of the exam content outline.

Appendices

Appendix A. Survey Invitation and Instructions

Invitation

You are invited to participate in a national survey of real estate appraisal professionals. The survey is a key step in updating The Appraisal Foundation's Appraiser Qualifications Board (AQB) National Uniform Licensing and Certification Examinations to help ensure appraisal professionals meet acceptable standards for competent practice.

About the Project

The purpose of this activity is to develop an accurate description of real estate appraiser duties, and the knowledge required for professional practice. The results will be used to update the Licensed Residential, Certified Residential, and Certified General examinations used across the U.S.

How to Participate

To participate, simply follow the survey link below.

There are Three parts of the survey. In Part I, you will be asked to provide background information. In Part II, you will be asked to review a list of professional activities (tasks) and indicate how often you perform the tasks and how important they are for your work. In Part III, you will be asked to review a list of knowledge areas and indicate how often you apply that knowledge and how important that knowledge is to your work.

The survey will take approximately 30 minutes to complete. You do not have to complete the survey in one sitting. You may exit the survey and return to complete it at a later time. However, *you must start and finish the survey from the same device.*

Survey Deadline

The survey deadline is the **end of the day Saturday, May 31st, 2025**. If you have any questions, contact dhamm@psionline.com. The survey link is below.

<https://www.research.net/r/AppraiserJASurvey>

Thank you.

Instructions

AQB 2025 National Real Estate Appraiser Job Analysis Survey

Introduction

Purpose of the survey

Hello, and thank you for your participation! The purpose of this survey is to identify tasks and knowledge reflective of the practice of real estate appraisers nationwide. The results of this survey will be used to update the specifications for the Appraisal Foundation's Appraiser Qualifications Board (AQB) National Uniform Licensing and Certification Examinations so that it reflects current standards and practices.

Instructions

You can complete each part of the survey in separate sittings at the same computer. Please be aware that you must completely finish a page before clicking on "Next" to save your responses up to that point. There is no limit on the number of times you can use the link to go back to the survey before clicking on "Submit Answers" to submit your survey.

The survey is three parts and will take approximately 30 minutes to complete. You will first be asked to provide demographic information (geographic location of experience, years of experience, etc.). Then, you will rate the importance and frequency of task statements. Finally, you will rate the importance and frequency of knowledge statements.

How your feedback will be used

Your individual responses will be kept confidential and will be combined with those of other respondents. Only staff persons from PSI Services and the Appraisal Foundation will have access to the data collected. Aggregated data from this survey will be published in a report that summarizes the process used to develop the specifications for the Licensed Residential, Certified Residential, and Certified General examinations. For more information about PSI's privacy and data protection policy, please click [here](#).

Survey Deadline

Please submit your survey by **Saturday May 31st, 2025**. If you have any questions, contact dhamm@psionline.com.

Thank you for your contributing to your profession.

Appendix B. Survey Demographics

Certified General (CG) Appraiser Survey Demographic Responses

What is your primary occupation? (select all that apply)	Count	Percent
Appraiser	701	80.7%
Appraisal reviewer	215	24.7%
Appraisal manager	123	14.2%
Educator	47	5.4%
Total	869	

What best describes your gender?	Count	Percent
Female	183	21.1%
Male	657	75.6%
Prefer not to say/Other	29	3.3%
Total	869	

In which states, federal district, or territories are you credentialed? (select all that apply).	Count	Percent
Alabama	28	3.2%
Alaska	9	1.0%
American Samoa	1	0.1%
Arizona	43	4.9%
Arkansas	21	2.4%
California	107	12.3%
Colorado	56	6.4%
Connecticut	26	3.0%
Delaware	17	2.0%
District of Columbia	20	2.3%
Florida	97	11.2%
Georgia	53	6.1%
Guam	1	0.1%
Hawaii	5	0.6%
Idaho	18	2.1%
Illinois	53	6.1%
Indiana	47	5.4%
Iowa	29	3.3%
Kansas	21	2.4%
Kentucky	36	4.1%
Louisiana	29	3.3%
Maine	14	1.6%
Maryland	35	4.0%
Massachusetts	37	4.3%
Michigan	56	6.4%
Minnesota	33	3.8%
Mississippi	24	2.8%
Missouri	27	3.1%
Montana	15	1.7%
Nebraska	16	1.8%
Nevada	24	2.8%
New Hampshire	19	2.2%

New Jersey	21	2.4%
New Mexico	22	2.5%
New York	55	6.3%
North Carolina	50	5.8%
North Dakota	9	1.0%
Northern M.I.	0	0.0%
Ohio	46	5.3%
Oklahoma	20	2.3%
Oregon	32	3.7%
Pennsylvania	45	5.2%
Puerto Rico	10	1.2%
Rhode Island	9	1.0%
South Carolina	28	3.2%
South Dakota	16	1.8%
Tennessee	44	5.1%
Texas	82	9.4%
Utah	18	2.1%
Vermont	12	1.4%
Virginia	43	4.9%
Virgin Islands	1	0.1%
Washington	43	4.9%
West Virginia	9	1.0%
Wisconsin	32	3.7%
Wyoming	17	2.0%

What is your highest level of education?	Count	Percent
High school	8	0.9%
Some college coursework	64	7.4%
Associate's Degree	40	4.6%
Bachelor's Degree	542	62.4%
Master's Degree	202	23.2%
Doctoral Degree	9	1.0%
Other (please specify)	22	2.5%
Total	869	

How many years of real estate appraisal experience do you have?	Count	Percent
Less than 3 years	8	0.9%
3 - 5 years	13	1.5%
6 - 10 years	42	4.8%

11 - 15 years	33	3.8%
16 - 20 years	67	7.7%
21 - 25 years	117	13.5%
26 - 30 years	87	10.0%
31 -35 years	137	15.8%
36 - 40 years	129	14.8%
More than 40 years	236	27.2%
Total	869	

What type of organization do you work for? (select all that apply).	Count	Percent
Real estate brokerage	47	5.4%
Appraisal firm	340	39.1%
Financial group	27	3.1%
Lender	90	10.4%
Sole appraiser	288	33.1%
Appraisal Management Company	14	1.6%
Government agency	121	13.9%
Other (please specify)	48	5.5%
Total	869	

How many licensed or certified appraisers are employed by your current organization, including yourself?	Count	Percent
1 - 5	608	70.0%
6 - 10	78	9.0%
11 - 15	25	2.9%
16 - 20	21	2.4%
21 - 25	19	2.2%
26 - 30	11	1.3%
More than 30	107	12.3%
Total	869	

Which type of appraisal assignments makes up the majority of your work?	Count	Percent
Agricultural properties / farms	109	12.5%
Commercial properties	339	39.0%
Industrial properties	23	2.6%
Condemnation	63	7.2%
Mass appraisal	23	2.6%

Residential properties with one unit	157	18.1%
Residential properties with two to four units	9	1.0%
Residential properties with five or more units	30	3.5%
Other (please specify)	116	13.3%
Total	869	

Which of the following describes your primary service area? (select all that apply).	Count	Percent
Rural	352	40.5%
Suburban	426	49.0%
Urban	324	37.3%
Regional	273	31.4%
National	130	15.0%
Total	869	

Certified Residential (CR) Appraiser Survey Demographic Responses

What is your primary occupation? (select all that apply)	Count	Percent
Appraiser	1447	93.8%
Appraisal reviewer	82	5.3%
Appraisal manager	80	5.2%
Educator	26	1.7%
Total	1543	

What best describes your gender?	Count	Percent
Female	465	30.1%
Male	1032	66.9%
Prefer not to say/Other	46	3.0%
Total	1543	

In which states, federal district, or territories are you credentialed? (select all that apply).	Count	Percent
Alabama	17	1.1%
Alaska	7	0.5%
American Samoa	0	0.0%
Arizona	69	4.5%
Arkansas	12	0.8%

California	157	10.2%
Colorado	69	4.5%
Connecticut	24	1.6%
Delaware	14	0.9%
District of Columbia	6	0.4%
Florida	163	10.6%
Georgia	33	2.1%
Guam	1	0.1%
Hawaii	6	0.4%
Idaho	13	0.8%
Illinois	80	5.2%
Indiana	37	2.4%
Iowa	18	1.2%
Kansas	14	0.9%
Kentucky	33	2.1%
Louisiana	25	1.6%
Maine	11	0.7%
Maryland	40	2.6%
Massachusetts	42	2.7%
Michigan	47	3.0%
Minnesota	18	1.2%
Mississippi	16	1.0%
Missouri	38	2.5%
Montana	13	0.8%
Nebraska	12	0.8%
Nevada	23	1.5%
New Hampshire	22	1.4%
New Jersey	29	1.9%
New Mexico	13	0.8%
New York	43	2.8%
North Carolina	57	3.7%
North Dakota	1	0.1%
Northern M.I.	0	0.0%
Ohio	51	3.3%
Oklahoma	23	1.5%
Oregon	38	2.5%
Pennsylvania	53	3.4%
Puerto Rico	4	0.3%
Rhode Island	8	0.5%
South Carolina	32	2.1%
South Dakota	11	0.7%
Tennessee	54	3.5%
Texas	147	9.5%

Utah	24	1.6%
Vermont	6	0.4%
Virginia	53	3.4%
Virgin Islands	1	0.1%
Washington	66	4.3%
West Virginia	11	0.7%
Wisconsin	49	3.2%
Wyoming	11	0.7%

What is your highest level of education?	Count	Percent
High school	47	3.0%
Some college coursework	398	25.8%
Associate's Degree	191	12.4%
Bachelor's Degree	743	48.2%
Master's Degree	137	8.9%
Doctoral Degree	9	0.6%
Other (please specify)	18	1.2%
Total	1543	

How many years of real estate appraisal experience do you have?	Count	Percent
Less than 3 years	15	1.0%
3 - 5 years	47	3.0%
6 - 10 years	69	4.5%
11 - 15 years	67	4.3%
16 - 20 years	174	11.3%
21 - 25 years	397	25.7%
26 - 30 years	226	14.6%
31 -35 years	245	15.9%
36 - 40 years	170	11.0%
More than 40 years	133	8.6%
Total	1543	

What type of organization do you work for? (select all that apply).	Count	Percent
Real estate brokerage	77	5.0%
Appraisal firm	374	24.2%
Financial group	15	1.0%
Lender	97	6.3%

Sole appraiser	1049	68.0%
Appraisal Management Company	106	6.9%
Government agency	90	5.8%
Other (please specify)	59	3.8%
Total	1543	

How many licensed or certified appraisers are employed by your current organization, including yourself?	Count	Percent
1 - 5	1339	86.8%
6 - 10	23	1.5%
11 - 15	11	0.7%
16 - 20	11	0.7%
21 - 25	8	0.5%
26 - 30	53	3.4%
More than 30	98	6.4%
Total	1543	

Which type of appraisal assignments makes up the majority of your work?	Count	Percent
Agricultural properties / farms	2	0.1%
Commercial properties	3	0.2%
Industrial properties	0	0.0%
Condemnation	8	0.5%
Mass appraisal	29	1.9%
Residential properties with one unit	1386	89.8%
Residential properties with two to four units	65	4.2%
Residential properties with five or more units	3	0.2%
Other (please specify)	47	3.0%
Total	1543	

Which of the following describes your primary service area? (select all that apply).	Count	Percent
Rural	606	39.3%
Suburban	1259	81.6%
Urban	576	37.3%
Regional	109	7.1%
National	53	3.4%
Total	1543	

Licensed Residential (LR) Appraiser Survey Demographic Responses

What is your primary occupation? (select all that apply)	Count	Percent
Appraiser	152	93.8%
Appraisal reviewer	6	3.7%
Appraisal manager	8	4.9%
Educator	3	1.9%
Total	162	

What best describes your gender?	Count	Percent
Female	65	40.1%
Male	95	58.6%
Prefer not to say	2	1.2%
Total	162	

In which states, federal district, or territories are you credentialed? (select all that apply).	Count	Percent
Alabama	3	1.9%
Alaska	0	0.0%
American Samoa	0	0.0%
Arizona	11	6.8%
Arkansas	3	1.9%
California	16	9.9%
Colorado	13	8.0%
Connecticut	0	0.0%
Delaware	2	1.2%
District of Columbia	0	0.0%
Florida	0	0.0%
Georgia	10	6.2%
Guam	0	0.0%
Hawaii	0	0.0%
Idaho	3	1.9%
Illinois	1	0.6%
Indiana	5	3.1%
Iowa	1	0.6%

Kansas	1	0.6%
Kentucky	1	0.6%
Louisiana	1	0.6%
Maine	7	4.3%
Maryland	5	3.1%
Massachusetts	5	3.1%
Michigan	7	4.3%
Minnesota	2	1.2%
Mississippi	3	1.9%
Missouri	3	1.9%
Montana	1	0.6%
Nebraska	1	0.6%
Nevada	5	3.1%
New Hampshire	1	0.6%
New Jersey	6	3.7%
New Mexico	5	3.1%
New York	2	1.2%
North Carolina	4	2.5%
North Dakota	1	0.6%
Northern M.I.	0	0.0%
Ohio	9	5.6%
Oklahoma	5	3.1%
Oregon	4	2.5%
Pennsylvania	3	1.9%
Puerto Rico	0	0.0%
Rhode Island	3	1.9%
South Carolina	10	6.2%
South Dakota	1	0.6%
Tennessee	3	1.9%
Texas	16	9.9%
Utah	4	2.5%
Vermont	1	0.6%
Virginia	12	7.4%
Virgin Islands	0	0.0%
Washington	3	1.9%
West Virginia	1	0.6%
Wisconsin	5	3.1%
Wyoming	0	0.0%

What is your highest level of education?	Count	Percent
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High school	12	7.4%
Some college coursework	64	39.5%
Associate's Degree	16	9.9%
Bachelor's Degree	56	34.6%
Master's Degree	11	6.8%
Doctoral Degree	1	0.6%
Other (please specify)	2	1.2%
Total	162	

How many years of real estate appraisal experience do you have?	Count	Percent
Less than 3 years	7	4.3%
3 - 5 years	20	12.3%
6 - 10 years	17	10.5%
11 - 15 years	12	7.4%
16 - 20 years	17	10.5%
21 - 25 years	34	21.0%
26 - 30 years	23	14.2%
31 -35 years	16	9.9%
36 - 40 years	6	3.7%
More than 40 years	10	6.2%
Total	162	

What type of organization do you work for? (select all that apply).	Count	Percent
Real estate brokerage	12	7.4%
Appraisal firm	37	22.8%
Financial group	1	0.6%
Lender	8	4.9%
Sole appraiser	105	64.8%
Appraisal Management Company	12	7.4%
Government agency	13	8.0%
Other (please specify)	4	2.5%
Total	162	

How many licensed or certified appraisers are employed by your current organization, including yourself?	Count	Percent
1 - 5	147	90.7%
6 - 10	7	4.3%
11 - 15	1	0.6%

16 - 20	0	0.0%
21 - 25	0	0.0%
26 - 30	2	1.2%
More than 30	5	3.1%
Total	162	100.0%

Which type of appraisal assignments makes up the majority of your work?	Count	Percent
Agricultural properties / farms	2	1.2%
Commercial properties	2	1.2%
Industrial properties	0	0.0%
Condemnation	1	0.6%
Mass appraisal	8	4.9%
Residential properties with one unit	134	82.7%
Residential properties with two to four units	9	5.6%
Residential properties with five or more units	0	0.0%
Other (please specify)	6	3.7%
Total	162	

Which of the following describes your primary service area? (select all that apply).	Count	Percent
Rural	87	53.7%
Suburban	128	79.0%
Urban	55	34.0%
Regional	10	6.2%
National	4	2.5%
Total	162	

Appendix C. Survey Results

Certified General Task Statements

Certified General Appraiser (CG)						
#	Statement	% perform	Mean Freq	Mean Import	Criticality	Qualify
T1	Review and maintain a work file and final report in compliance with USPAP	99%	3.73	3.55	13.23	Yes
T2	Determine and identify the property characteristics relevant to the problem to be solved	100%	3.83	3.79	14.51	Yes
T3	Determine necessary professional competency given assignment requirements	99%	3.61	3.59	12.97	Yes
T4	Determine and identify the client, intended use, and users	99%	3.72	3.57	13.29	Yes
T5	Evaluate the appropriateness of the use of a hybrid/bifurcated appraisal assignments based on property and market variables	55%	1.25	1.62	2.02	No
T6	Evaluate the credibility of the results of automated valuation models for appraisal assignments	42%	0.93	1.54	1.43	No
T7	Identify the property rights to be appraised for the subject property	99%	3.75	3.73	13.99	Yes
T8	Identify the type and definition of value and effective dates of value relevant to the assignment	99%	3.73	3.67	13.69	Yes
T9	Identify and accurately collect physical property characteristics such as construction type, quality, condition, special features, improvements, functional design, and relevant area measurements	99%	3.63	3.57	12.96	Yes
T10	Measure property improvements to calculate improvement areas	94%	2.97	3.02	8.97	Yes
T11	Analyze the impact of property taxation on the value estimate	94%	2.71	2.39	6.47	Yes
T12	Research zoning and entitlements to determine any effects on the properties being appraised	98%	3.46	3.46	11.98	Yes
T13	Interview persons familiar with properties and immediate surroundings, such as contractors, real property owners, brokers, investors, and other active market participants to obtain pertinent information	97%	2.90	2.94	8.53	Yes
T14	Photograph relevant property characteristics to assist in communicating assignment results	95%	3.34	3.20	10.70	Yes
T15	Produce relevant and accurate exhibits (maps, site plans, building plans, charts, graphs, GIS data and computations) to be used in appraisal reports to support findings	96%	3.41	3.20	10.91	Yes
T16	Identify and appropriately apply extraordinary assumptions and hypothetical conditions	99%	3.36	3.54	11.89	Yes

T17	Determine scope of work for an assignment to produce credible results	99%	3.70	3.67	13.58	Yes
T18	Conduct market analysis to identify and analyze the market and submarket area conditions and trends to determine their influences on the subject property	98%	3.38	3.39	11.47	Yes
T19	Conduct the four tests of highest and best use of a subject property as if vacant and as improved	98%	3.44	3.44	11.81	Yes
T20	Collect and analyze relevant information including the legal, physical, functional, and economic characteristics of the subject property and apply the four tests of highest and best use	98%	3.43	3.46	11.84	Yes
T21	Produce income and expense exhibits for the subject property	96%	2.78	2.88	8.02	Yes
T22	Produce worksheet exhibits in support of a discounted cash flow (DCF) analysis	87%	1.94	2.33	4.53	No
T23	Reconcile results of tests of highest and best use to a subject property	97%	3.11	3.21	9.96	Yes
T24	Review and analyze information about transactions of the subject and comparable properties	99%	3.60	3.51	12.65	Yes
T25	Identify, analyze, and select potentially comparable and appropriate market transactions	99%	3.68	3.71	13.65	Yes
T26	Identify and analyze relevant elements of comparison	100%	3.67	3.62	13.28	Yes
T27	Identify and analyze units of comparison	99%	3.55	3.54	12.58	Yes
T28	Develop supportable adjustments to comparable transactions	98%	3.26	3.25	10.59	Yes
T29	Reconcile the adjusted comparable transactions to form a credible indication of value of the subject property	99%	3.55	3.55	12.59	Yes
T30	Develop a credible indication of value based on the cost approach	96%	2.28	2.32	5.29	Yes
T31	Develop a credible indication of value of the land or site using the appropriate methodology or methodologies	97%	3.04	3.14	9.52	Yes
T32	Develop a credible indication of value based on the income approach	97%	2.87	2.99	8.59	Yes
T33	Estimate cost new for improvements using appropriate sources of cost information	96%	2.46	2.54	6.24	Yes
T34	Analyze and estimate depreciation of the subject property from all causes	96%	2.50	2.64	6.60	Yes
T35	Analyze market extracted depreciation from the comparable transactions	90%	1.98	2.22	4.39	No
T36	Identify and analyze sources of actual and market income relevant to the subject property	97%	2.97	3.10	9.20	Yes
T37	Identify and analyze sources of actual and market expenses relevant to the subject property	97%	2.86	3.03	8.68	Yes
T38	Analyze relevant vacancy rates and collection loss of the market and apply to the subject property	95%	2.78	2.92	8.10	Yes
T39	Identify and analyze forecasted revenue and expenses to develop an operating income statement of the subject property	96%	2.79	2.96	8.25	Yes

T40	Analyze, derive, and apply appropriate capitalization rates, yield rates, and/or multipliers to develop an indication of value	96%	3.03	3.20	9.71	Yes
T41	Review quality and quantity of data used within each approach and reconcile differences among the value indications to form final value opinion of subject property	98%	3.42	3.45	11.80	Yes
T42	Communicate appraisal results in compliance with USPAP	99%	3.77	3.70	13.96	Yes

Certified General Knowledge Statements

Certified General Appraiser (CG)						
#	Statement	% perform	Mean Freq	Mean Import	Criticality	Qualify
Real Estate Market						
K1	Types of influences on real estate value (e.g., agents of production, factors of value, forces on value, principles of real estate)	99%	3.21	3.18	10.19	Yes
K2	Types of government power (e.g. police power, eminent domain, escheat, taxation)	98%	2.80	2.84	7.95	Yes
K3	Types of value (e.g. value in use, market value, going concern, investment value, cost vs. price vs. value)	98%	3.05	3.23	9.85	Yes
K4	Allocation of value between intangible property and real estate	91%	2.22	2.69	5.97	Yes
K5	The date of value premise (current, retrospective, and prospective)	99%	3.43	3.56	12.18	Yes
K6	Market analysis (e.g., types of analysis, market conditions, market delination, supply and demand)	99%	3.38	3.34	11.30	Yes
K7	Investment analysis (mortgage calculations, financial calculations, net present value)	93%	2.26	2.52	5.71	Yes
K8	The tests of highest and best use (e.g. legally allowable, physically possible, financially feasible, maximally productive)	100%	3.47	3.49	12.10	Yes
K9	The determination of highest and best use (e.g., as improved, as vacant)	100%	3.53	3.51	12.41	Yes
K10	Valuation bias and fair housing laws and regulations (e.g., real estate bias, Federal fair housing and antidiscrimination laws and regulations, valuation bias)	84%	2.11	2.18	4.59	Yes
Property Description						
K11	Land or site description (e.g. physical, economic, function, and legal)	99%	3.60	3.45	12.39	Yes
K12	Improvement and building component description (e.g. physical and functional description, personal property items vs. fixtures)	99%	3.38	3.29	11.10	Yes

K13	Legal interest (fee simple, leased fee, leasehold, partial interest, bundle of rights)	100%	3.57	3.60	12.85	Yes
K14	Rights to use (public and private restrictions to use, zoning and entitlement process)	99%	3.34	3.37	11.24	Yes
K15	Property taxation influence on value	94%	2.54	2.49	6.34	Yes
Land or Site Valuation						
K16	Land or site valuation methodology (allocation, extraction, residual, subdivision, sales comparison, ground rent capitalization)	98%	3.06	3.13	9.56	Yes
K17	Influences on land or site valuation (externalities)	99%	3.11	3.21	9.98	Yes
Sales Comparison Approach						
K18	The identification and selection of properties suitable for comparison	100%	3.77	3.72	14.06	Yes
K19	Units of comparison	100%	3.58	3.49	12.50	Yes
K20	Elements of comparison (transactional, property)	100%	3.52	3.46	12.18	Yes
K21	Quantitative adjustments (paired data, cost analysis, income capitalization, regression)	99%	3.11	3.11	9.66	Yes
K22	Qualitative comparisons (trend analysis, ranking analysis/bracketing, relative comparison analysis, interviews with market participants)	99%	3.11	3.12	9.69	Yes
K23	The process used to reconcile to indicated value by the sales comparison approach	99%	3.57	3.49	12.48	Yes
Cost Approach						
K24	Sources of cost information (e.g. cost manuals, market-extracted, actual costs)	98%	2.81	2.93	8.23	Yes
K25	Cost components (direct, indirect, entrepreneurial incentive)	96%	2.62	2.74	7.17	Yes
K26	Reproduction cost and replacement cost	96%	2.65	2.81	7.44	Yes
K27	Physical deterioration (curable, incurable)	97%	2.75	2.87	7.90	Yes
K28	Functional obsolescence (curable, incurable)	96%	2.61	2.83	7.38	Yes
K29	External obsolescence (locational and economic)	96%	2.68	2.93	7.85	Yes
K30	Methods of estimating depreciation (age-life, modified age-life, breakdown, market extraction)	98%	2.69	2.80	7.54	Yes
K31	The process used to reconcile to indicated value by the cost approach	97%	2.71	2.85	7.71	Yes
Income Approach						
K32	Sources of income generation (rent and leases, reimbursements, owner/operator income)	98%	3.18	3.38	10.75	Yes
K33	Occupancy / vacancy analysis	97%	3.00	3.13	9.39	Yes
K34	Expenses (fixed, variable, replacement allowance/reserves)	99%	3.12	3.27	10.19	Yes
K35	Direct capitalization methods (multipliers, overall rates, reconstruction of operating statement)	97%	3.15	3.35	10.55	Yes
K36	The derivation of capitalization rates (band of investment, market-extracted)	97%	3.00	3.18	9.54	Yes
K37	Yield capitalization methods (discounted cash flow, property models, equity yield rate)	92%	2.27	2.67	6.05	Yes

K38	The processes used to indicate value through direct capitalization (fee simple, leased fee, leasehold)	97%	3.04	3.27	9.94	Yes
K39	The processes used to indicate value through yield capitalization (fee simple, leased fee, leasehold)	93%	2.38	2.81	6.67	Yes
K40	The processes used to reconcile to indicated value by the income approach	98%	3.10	3.30	10.23	Yes
Reconciliation of Value Indications						
K41	Processes used to reconcile value indications among developed approaches	99%	3.49	3.51	12.24	Yes
USPAP						
K42	USPAP Definitions and Preamble	98%	3.05	3.06	9.32	Yes
K43	USPAP Ethics Rule	99%	3.35	3.48	11.65	Yes
K44	USPAP Record Keeping Rule	99%	3.40	3.23	10.98	Yes
K45	USPAP Competency Rule	99%	3.51	3.55	12.49	Yes
K46	USPAP Scope of Work Rule	99%	3.54	3.46	12.27	Yes
K47	USPAP Jurisdictional Exception Rule	92%	2.15	2.68	5.76	Yes
K48	USPAP Standard 1 (development of assignment scope and value opinion)	99%	3.59	3.55	12.74	Yes
K49	USPAP Standard 2 (communication of results)	99%	3.59	3.54	12.71	Yes
K50	USPAP Standard 3 (appraisal review development)	88%	2.41	2.92	7.04	Yes
K51	USPAP Standard 4 (appraisal review reporting)	87%	2.34	2.87	6.71	Yes
K52	USPAP Advisory Opinions and FAQs as guidance	98%	2.60	2.83	7.33	Yes
K53	Extraordinary Assumption and its use	100%	3.16	3.42	10.79	Yes
K54	Hypothetical Condition and its use	98%	2.87	3.35	9.64	Yes
Emerging Appraisal Methods						
K55	The appropriate use of property and market information sources	98%	3.24	3.23	10.44	Yes
K56	The appropriate use of technology and AI	89%	2.02	2.39	4.81	Yes
K57	The appropriate use of the hybrid/bifurcated appraisal method	50%	0.90	1.38	1.24	No
K58	The appropriate use of Automated Valuation Models	40%	0.72	1.27	0.92	No
Appraisal Statistical Methods						
K59	Statistical measures of central tendency (mean, median, mode)	96%	2.75	2.71	7.44	Yes
K60	Statistical measures of variation (range, quartiles, variance, standard deviation/normal distribution)	93%	2.30	2.38	5.48	Yes
K61	Inferential statistical techniques used in appraising (coefficient of variance, confidence estimates, linear regression, trend line analysis, etc.)	85%	1.85	2.08	3.85	No

Certified Residential Task Statements

Certified Residential Appraiser (CR)						
#	Statement	% perform	Mean Freq	Mean Import	Criticality	Qualify
T1	Review and maintain a work file and final report in compliance with USPAP	99%	3.82	3.64	13.90	Yes
T2	Determine and identify the property characteristics relevant to the problem to be solved	99%	3.89	3.82	14.88	Yes
T3	Determine necessary professional competency given assignment requirements	99%	3.73	3.69	13.77	Yes
T4	Determine and identify the client, intended use, and users	99%	3.81	3.65	13.90	Yes
T5	Evaluate the appropriateness of the use of a hybrid/bifurcated appraisal assignments based on property and market variables	53%	1.26	1.93	2.43	No
T6	Evaluate the credibility of the results of automated valuation models for appraisal assignments	52%	1.24	1.76	2.18	No
T7	Identify the property rights to be appraised for the subject property	99%	3.69	3.66	13.50	Yes
T8	Identify the type and definition of value and effective dates of value relevant to the assignment	99%	3.77	3.73	14.04	Yes
T9	Identify and accurately collect physical property characteristics such as construction type, quality, condition, special features, improvements, functional design, and relevant area measurements	99%	3.87	3.81	14.74	Yes
T10	Measure property improvements to calculate improvement areas	99%	3.78	3.59	13.55	Yes
T11	Analyze the impact of property taxation on the value estimate	88%	2.11	1.82	3.84	No
T12	Research zoning and entitlements to determine any effects on the properties being appraised	99%	3.65	3.56	12.97	Yes
T13	Interview persons familiar with properties and immediate surroundings, such as contractors, real property owners, brokers, investors, and other active market participants to obtain pertinent information	99%	2.77	2.74	7.60	Yes
T14	Photograph relevant property characteristics to assist in communicating assignment results	98%	3.72	3.45	12.84	Yes
T15	Produce relevant and accurate exhibits (maps, site plans, building plans, charts, graphs, GIS data and computations) to be used in appraisal reports to support findings	99%	3.67	3.36	12.32	Yes
T16	Identify and appropriately apply extraordinary assumptions and hypothetical conditions	99%	3.18	3.46	11.00	Yes
T17	Determine scope of work for an assignment to produce credible results	100%	3.76	3.72	13.98	Yes
T18	Conduct market analysis to identify and analyze the market and submarket area conditions and trends to determine their influences on the subject property	100%	3.73	3.63	13.54	Yes

T19	Conduct the four tests of highest and best use of a subject property as if vacant and as improved	99%	3.46	3.41	11.82	Yes
T20	Collect and analyze relevant information including the legal, physical, functional, and economic characteristics of the subject property and apply the four tests of highest and best use	99%	3.49	3.46	12.07	Yes
T21	Reconcile results of tests of highest and best use to a subject property	99%	3.35	3.32	11.13	Yes
T22	Review and analyze information about transactions of the subject and comparable properties	100%	3.76	3.40	12.80	Yes
T23	Identify, analyze, and select potentially comparable and appropriate market transactions	100%	3.83	3.78	14.51	Yes
T24	Identify and analyze relevant elements of comparison	100%	3.80	3.73	14.18	Yes
T25	Identify and analyze units of comparison	99%	3.69	3.60	13.28	Yes
T26	Develop supportable adjustments to comparable transactions	99%	3.74	3.64	13.60	Yes
T27	Reconcile the adjusted comparable transactions to form a credible indication of value of the subject property	99%	3.81	3.74	14.25	Yes
T28	Develop a credible indication of value based on the cost approach	98%	2.59	2.22	5.74	Yes
T29	Develop a credible indication of value of the land or site using the appropriate methodology or methodologies	99%	3.24	2.96	9.56	Yes
T30	Develop a credible indication of value based on the income approach	96%	1.93	2.00	3.87	No
T31	Estimate cost new for improvements using appropriate sources of cost information	98%	2.72	2.53	6.88	Yes
T32	Analyze and estimate depreciation of the subject property from all causes	98%	2.97	2.81	8.36	Yes
T33	Analyze market extracted depreciation from the comparable transactions	96%	2.57	2.47	6.37	Yes
T34	Identify and analyze sources of actual and market income relevant to the subject property	94%	2.15	2.29	4.91	Yes
T35	Identify and analyze sources of actual and market expenses relevant to the subject property	93%	2.05	2.16	4.42	Yes
T36	Analyze relevant vacancy rates and collection loss of the market and apply to the subject property	90%	1.89	2.07	3.91	No
T37	Identify and analyze forecasted revenue and expenses to develop an operating income statement of the subject property	87%	1.76	1.98	3.48	No
T38	Analyze, derive, and apply appropriate capitalization rates, yield rates, and/or multipliers to develop an indication of value	79%	1.55	1.91	2.96	No
T39	Review quality and quantity of data used within each approach and reconcile differences among the value indications to form final value opinion of subject property	98%	3.17	3.14	9.97	Yes
T40	Communicate appraisal results in compliance with USPAP	99%	3.88	3.80	14.75	Yes

Certified Residential Knowledge Statements

Certified Residential Appraiser (CR)						
#	Statement	% perform	Mean Freq	Mean Import	Criticality	Qualify
Real Estate Market						
K1	Types of influences on real estate value (e.g., agents of production, factors of value, forces on value, principles of real estate)	98%	3.16	3.15	9.95	Yes
K2	Types of government power (e.g. police power, eminent domain, escheat, taxation)	90%	2.17	2.44	5.30	Yes
K3	Types of value (e.g. value in use, market value, going concern, investment value, cost vs. price vs. value)	92%	2.54	2.78	7.06	Yes
K4	Allocation of value between intangible property and real estate	74%	1.61	2.02	3.25	No
K5	The date of value premise (current, retrospective, and prospective)	98%	3.19	3.44	10.97	Yes
K6	Market analysis (e.g., types of analysis, market conditions, market delination, supply and demand)	99%	3.65	3.54	12.90	Yes
K7	Investment analysis (mortgage calculations, financial calculations, net present value)	78%	1.46	1.84	2.69	No
K8	The tests of highest and best use (e.g. legally allowable, physically possible, financially feasible, maximally productive)	98%	3.40	3.41	11.59	Yes
K9	The determination of highest and best use (e.g., as improved, as vacant)	99%	3.44	3.42	11.76	Yes
K10	Valuation bias and fair housing laws and regulations (e.g., real estate bias, Federal fair housing and antidiscrimination laws and regulations, valuation bias)	91%	2.77	2.66	7.37	Yes
Property Description						
K11	Land or site description (e.g. physical, economic, function, and legal)	99%	3.53	3.39	11.96	Yes
K12	Improvement and building component description (e.g. physical and functional description, personal property items vs. fixtures)	98%	3.46	3.35	11.61	Yes
K13	Legal interest (fee simple, leased fee, leasehold, partial interest, bundle of rights)	98%	3.33	3.43	11.42	Yes
K14	Rights to use (public and private restrictions to use, zoning and entitlement process)	97%	3.18	3.30	10.50	Yes
K15	Property taxation influence on value	88%	1.99	1.98	3.95	No
Land or Site Valuation						
K16	Land or site valuation methodology (allocation, extraction, residual, subdivision, sales comparison, ground rent capitalization)	98%	3.12	3.07	9.58	Yes
K17	Influences on land or site valuation (externalities)	99%	3.35	3.38	11.34	Yes
Sales Comparison Approach						
K18	The identification and selection of properties suitable for comparison	100%	3.89	3.86	15.03	Yes
K19	Units of comparison	99%	3.60	3.49	12.58	Yes

K20	Elements of comparison (transactional, property)	98%	3.50	3.40	11.92	Yes
K21	Quantitative adjustments (paired data, cost analysis, income capitalization, regression)	99%	3.51	3.46	12.15	Yes
K22	Qualitative comparisons (trend analysis, ranking analysis/bracketing, relative comparison analysis, interviews with market participants)	98%	3.38	3.28	11.08	Yes
K23	The process used to reconcile to indicated value by the sales comparison approach	100%	3.80	3.68	13.98	Yes
Cost Approach						
K24	Sources of cost information (e.g. cost manuals, market-extracted, actual costs)	98%	2.98	2.92	8.70	Yes
K25	Cost components (direct, indirect, entrepreneurial incentive)	94%	2.54	2.60	6.60	Yes
K26	Reproduction cost and replacement cost	95%	2.76	2.77	7.65	Yes
K27	Physical deterioration (curable, incurable)	98%	3.07	3.10	9.53	Yes
K28	Functional obsolescence (curable, incurable)	98%	2.91	3.12	9.09	Yes
K29	External obsolescence (locational and economic)	98%	3.08	3.24	9.99	Yes
K30	Methods of estimating depreciation (age-life, modified age-life, breakdown, market extraction)	98%	2.98	2.94	8.77	Yes
K31	The process used to reconcile to indicated value by the cost approach	97%	2.82	2.81	7.92	Yes
Income Approach						
K32	Sources of income generation (rent and leases, reimbursements, owner/operator income)	94%	2.17	2.62	5.70	Yes
K33	Occupancy / vacancy analysis	91%	2.05	2.42	4.97	Yes
K34	Expenses (fixed, variable, replacement allowance/reserves)	93%	2.03	2.36	4.78	Yes
K35	Direct capitalization methods (multipliers, overall rates, reconstruction of operating statement)	83%	1.74	2.24	3.88	No
K36	The derivation of capitalization rates (band of investment, market-extracted)	72%	1.41	1.97	2.77	No
K37	Yield capitalization methods (discounted cash flow, property models, equity yield rate)	68%	1.23	1.83	2.25	No
K38	The processes used to indicate value through direct capitalization (fee simple, leased fee, leasehold)	73%	1.46	2.04	2.98	No
K39	The processes used to indicate value through yield capitalization (fee simple, leased fee, leasehold)	71%	1.30	1.89	2.47	No
K40	The processes used to reconcile to indicated value by the income approach	91%	2.00	2.48	4.97	Yes
Reconciliation of Value Indications						
K41	Processes used to reconcile value indications among developed approaches	98%	3.25	3.30	10.71	Yes
USPAP						
K42	USPAP Definitions and Preamble	99%	3.20	3.21	10.24	Yes
K43	USPAP Ethics Rule	99%	3.56	3.60	12.83	Yes
K44	USPAP Record Keeping Rule	99%	3.64	3.48	12.65	Yes
K45	USPAP Competency Rule	100%	3.65	3.69	13.45	Yes
K46	USPAP Scope of Work Rule	99%	3.65	3.60	13.12	Yes

K47	USPAP Jurisdictional Exception Rule	88%	2.32	2.92	6.77	Yes
K48	USPAP Standard 1 (development of assignment scope and value opinion)	99%	3.64	3.60	13.11	Yes
K49	USPAP Standard 2 (communication of results)	99%	3.70	3.64	13.44	Yes
K50	USPAP Standard 3 (appraisal review development)	89%	2.34	3.04	7.12	Yes
K51	USPAP Standard 4 (appraisal review reporting)	88%	2.28	3.01	6.86	Yes
K52	USPAP Advisory Opinions and FAQs as guidance	98%	2.75	3.05	8.38	Yes
K53	Extraordinary Assumption and its use	99%	2.93	3.36	9.85	Yes
K54	Hypothetical Condition and its use	99%	2.86	3.34	9.55	Yes
Emerging Appraisal Methods						
K55	The appropriate use of property and market information sources	99%	3.50	3.49	12.20	Yes
K56	The appropriate use of technology and AI	90%	2.44	2.61	6.37	Yes
K57	The appropriate use of the hybrid/bifurcated appraisal method	54%	1.00	1.64	1.64	No
K58	The appropriate use of Automated Valuation Models	50%	0.94	1.49	1.40	No
Appraisal Statistical Methods						
K59	Statistical measures of central tendency (mean, median, mode)	98%	3.15	3.00	9.47	Yes
K60	Statistical measures of variation (range, quartiles, variance, standard deviation/normal distribution)	95%	2.66	2.68	7.13	Yes
K61	Inferential statistical techniques used in appraising (coefficient of variance, confidence estimates, linear regression, trend line analysis, etc.)	90%	2.42	2.48	6.00	Yes

Licensed Residential Task Statements

Licensed Residential Appraiser (LR)						
#	Statement	% perform	Mean Freq	Mean Import	Criticality	Qualify
T1	Review and maintain a work file and final report in compliance with USPAP	99%	3.79	3.62	13.72	Yes
T2	Determine and identify the property characteristics relevant to the problem to be solved	100%	3.88	3.71	14.36	Yes
T3	Determine necessary professional competency given assignment requirements	100%	3.68	3.58	13.18	Yes
T4	Determine and identify the client, intended use, and users	99%	3.72	3.48	12.94	Yes
T5	Evaluate the appropriateness of the use of a hybrid/bifurcated appraisal assignments based on property and market variables	66%	1.74	1.97	3.43	No
T6	Evaluate the credibility of the results of automated valuation models for appraisal assignments	63%	1.76	2.10	3.70	No
T7	Identify the property rights to be appraised for the subject property	99%	3.61	3.52	12.72	Yes
T8	Identify the type and definition of value and effective dates of value relevant to the assignment	100%	3.74	3.64	13.62	Yes

T9	Identify and accurately collect physical property characteristics such as construction type, quality, condition, special features, improvements, functional design, and relevant area measurements	100%	3.79	3.74	14.19	Yes
T10	Measure property improvements to calculate improvement areas	99%	3.65	3.46	12.65	Yes
T11	Analyze the impact of property taxation on the value estimate	87%	2.19	1.91	4.19	No
T12	Research zoning and entitlements to determine any effects on the properties being appraised	99%	3.56	3.45	12.25	Yes
T13	Interview persons familiar with properties and immediate surroundings, such as contractors, real property owners, brokers, investors, and other active market participants to obtain pertinent information	97%	2.66	2.61	6.96	Yes
T14	Photograph relevant property characteristics to assist in communicating assignment results	98%	3.59	3.46	12.40	Yes
T15	Produce relevant and accurate exhibits (maps, site plans, building plans, charts, graphs, GIS data and computations) to be used in appraisal reports to support findings	99%	3.50	3.24	11.33	Yes
T16	Identify and appropriately apply extraordinary assumptions and hypothetical conditions	98%	3.17	3.30	10.45	Yes
T17	Determine scope of work for an assignment to produce credible results	100%	3.73	3.67	13.66	Yes
T18	Conduct market analysis to identify and analyze the market and submarket area conditions and trends to determine their influences on the subject property	99%	3.57	3.46	12.38	Yes
T19	Conduct the four tests of highest and best use of a subject property as if vacant and as improved	99%	3.24	3.20	10.37	Yes
T20	Collect and analyze relevant information including the legal, physical, functional, and economic characteristics of the subject property and apply the four tests of highest and best use	99%	3.37	3.30	11.15	Yes
T21	Reconcile results of tests of highest and best use to a subject property	98%	3.22	3.20	10.32	Yes
T22	Review and analyze information about transactions of the subject and comparable properties	99%	3.60	3.38	12.15	Yes
T23	Identify, analyze, and select potentially comparable and appropriate market transactions	99%	3.65	3.55	12.96	Yes
T24	Identify and analyze relevant elements of comparison	99%	3.62	3.50	12.64	Yes
T25	Identify and analyze units of comparison	99%	3.51	3.38	11.87	Yes
T26	Develop supportable adjustments to comparable transactions	100%	3.72	3.62	13.47	Yes
T27	Reconcile the adjusted comparable transactions to form a credible indication of value of the subject property	100%	3.76	3.76	14.13	Yes
T28	Develop a credible indication of value based on the cost approach	99%	2.70	2.41	6.52	Yes

T29	Develop a credible indication of value of the land or site using the appropriate methodology or methodologies	99%	3.24	3.04	9.84	Yes
T30	Develop a credible indication of value based on the income approach	96%	2.19	2.14	4.70	Yes
T31	Estimate cost new for improvements using appropriate sources of cost information	98%	2.80	2.60	7.29	Yes
T32	Analyze and estimate depreciation of the subject property from all causes	100%	2.97	2.94	8.72	Yes
T33	Analyze market extracted depreciation from the comparable transactions	97%	2.61	2.61	6.82	Yes
T34	Identify and analyze sources of actual and market income relevant to the subject property	97%	2.31	2.46	5.70	Yes
T35	Identify and analyze sources of actual and market expenses relevant to the subject property	94%	2.22	2.36	5.25	Yes
T36	Analyze relevant vacancy rates and collection loss of the market and apply to the subject property	88%	2.02	2.21	4.46	Yes
T37	Identify and analyze forecasted revenue and expenses to develop an operating income statement of the subject property	84%	1.90	2.08	3.95	No
T38	Analyze, derive, and apply appropriate capitalization rates, yield rates, and/or multipliers to develop an indication of value	79%	1.80	2.17	3.90	No
T39	Review quality and quantity of data used within each approach and reconcile differences among the value indications to form final value opinion of subject property	98%	2.97	3.12	9.27	Yes
T40	Communicate appraisal results in compliance with USPAP	100%	3.73	3.76	14.03	Yes

Licensed Residential Knowledge Statements

Licensed Residential Appraiser (LR)						
#	Statement	% perform	Mean Freq	Mean Import	Criticality	Qualify
Real Estate Market						
K1	Types of influences on real estate value (e.g., agents of production, factors of value, forces on value, principles of real estate)	99%	3.06	3.22	9.86	Yes
K2	Types of government power (e.g. police power, eminent domain, escheat, taxation)	94%	2.34	2.70	6.33	Yes
K3	Types of value (e.g. value in use, market value, going concern, investment value, cost vs. price vs. value)	96%	2.54	2.87	7.27	Yes
K4	Allocation of value between intangible property and real estate	81%	1.79	2.10	3.77	No
K5	The date of value premise (current, retrospective, and prospective)	96%	3.03	3.22	9.77	Yes
K6	Market analysis (e.g., types of analysis, market conditions, market delination, supply and demand)	100%	3.39	3.40	11.55	Yes

K7	Investment analysis (mortgage calculations, financial calculations, net present value)	79%	1.61	1.86	3.00	No
K8	The tests of highest and best use (e.g. legally allowable, physically possible, financially feasible, maximally productive)	97%	3.16	3.21	10.16	Yes
K9	The determination of highest and best use (e.g., as improved, as vacant)	99%	3.24	3.36	10.88	Yes
K10	Valuation bias and fair housing laws and regulations (e.g., real estate bias, Federal fair housing and antidiscrimination laws and regulations, valuation bias)	93%	2.79	2.74	7.65	Yes
Property Description						
K11	Land or site description (e.g. physical, economic, function, and legal)	100%	3.53	3.44	12.14	Yes
K12	Improvement and building component description (e.g. physical and functional description, personal property items vs. fixtures)	98%	3.27	3.24	10.61	Yes
K13	Legal interest (fee simple, leased fee, leasehold, partial interest, bundle of rights)	98%	3.17	3.27	10.36	Yes
K14	Rights to use (public and private restrictions to use, zoning and entitlement process)	98%	2.98	3.15	9.41	Yes
K15	Property taxation influence on value	86%	1.97	2.18	4.30	No
Land or Site Valuation						
K16	Land or site valuation methodology (allocation, extraction, residual, subdivision, sales comparison, ground rent capitalization)	100%	3.06	3.05	9.32	Yes
K17	Influences on land or site valuation (externalities)	98%	3.24	3.33	10.81	Yes
Sales Comparison Approach						
K18	The identification and selection of properties suitable for comparison	100%	3.75	3.73	13.99	Yes
K19	Units of comparison	100%	3.43	3.35	11.49	Yes
K20	Elements of comparison (transactional, property)	100%	3.38	3.36	11.37	Yes
K21	Quantitative adjustments (paired data, cost analysis, income capitalization, regression)	100%	3.27	3.23	10.55	Yes
K22	Qualitative comparisons (trend analysis, ranking analysis/bracketing, relative comparison analysis, interviews with market participants)	100%	3.22	3.15	10.12	Yes
K23	The process used to reconcile to indicated value by the sales comparison approach	100%	3.75	3.63	13.62	Yes
Cost Approach						
K24	Sources of cost information (e.g. cost manuals, market-extracted, actual costs)	98%	2.81	2.85	8.01	Yes
K25	Cost components (direct, indirect, entrepreneurial incentive)	97%	2.43	2.67	6.47	Yes
K26	Reproduction cost and replacement cost	100%	2.77	2.87	7.94	Yes
K27	Physical deterioration (curable, incurable)	100%	2.90	3.11	9.04	Yes
K28	Functional obsolescence (curable, incurable)	100%	2.85	3.18	9.07	Yes
K29	External obsolescence (locational and economic)	100%	2.93	3.20	9.39	Yes

K30	Methods of estimating depreciation (age-life, modified age-life, breakdown, market extraction)	100%	2.89	2.90	8.37	Yes
K31	The process used to reconcile to indicated value by the cost approach	98%	2.66	2.75	7.31	Yes
Income Approach						
K32	Sources of income generation (rent and leases, reimbursements, owner/operator income)	97%	2.46	2.93	7.21	Yes
K33	Occupancy / vacancy analysis	93%	2.20	2.69	5.94	Yes
K34	Expenses (fixed, variable, replacement allowance/reserves)	91%	2.17	2.68	5.82	Yes
K35	Direct capitalization methods (multipliers, overall rates, reconstruction of operating statement)	88%	1.97	2.44	4.80	No
K36	The derivation of capitalization rates (band of investment, market-extracted)	83%	1.72	2.25	3.89	No
K37	Yield capitalization methods (discounted cash flow, property models, equity yield rate)	76%	1.53	2.07	3.17	No
K38	The processes used to indicate value through direct capitalization (fee simple, leased fee, leasehold)	83%	1.83	2.36	4.31	No
K39	The processes used to indicate value through yield capitalization (fee simple, leased fee, leasehold)	76%	1.61	2.09	3.36	No
K40	The processes used to reconcile to indicated value by the income approach	88%	2.14	2.59	5.52	Yes
Reconciliation of Value Indications						
K41	Processes used to reconcile value indications among developed approaches	97%	2.90	3.10	8.99	Yes
USPAP						
K42	USPAP Definitions and Preamble	100%	3.21	3.18	10.19	Yes
K43	USPAP Ethics Rule	100%	3.53	3.58	12.62	Yes
K44	USPAP Record Keeping Rule	100%	3.59	3.31	11.87	Yes
K45	USPAP Competency Rule	100%	3.48	3.59	12.49	Yes
K46	USPAP Scope of Work Rule	100%	3.62	3.48	12.61	Yes
K47	USPAP Jurisdictional Exception Rule	86%	2.40	2.97	7.13	Yes
K48	USPAP Standard 1 (development of assignment scope and value opinion)	100%	3.60	3.64	13.11	Yes
K49	USPAP Standard 2 (communication of results)	100%	3.67	3.53	12.96	Yes
K50	USPAP Standard 3 (appraisal review development)	90%	2.41	2.98	7.20	Yes
K51	USPAP Standard 4 (appraisal review reporting)	88%	2.28	3.04	6.92	Yes
K52	USPAP Advisory Opinions and FAQs as guidance	98%	2.53	2.88	7.27	Yes
K53	Extraordinary Assumption and its use	100%	2.74	3.31	9.07	Yes
K54	Hypothetical Condition and its use	100%	2.79	3.26	9.08	Yes
Emerging Appraisal Methods						
K55	The appropriate use of property and market information sources	97%	3.34	3.37	11.27	Yes
K56	The appropriate use of technology and AI	90%	2.19	2.44	5.34	Yes
K57	The appropriate use of the hybrid/bifurcated appraisal method	62%	1.38	2.06	2.84	No
K58	The appropriate use of Automated Valuation Models	64%	1.43	1.96	2.81	No

Appraisal Statistical Methods						
K59	Statistical measures of central tendency (mean, median, mode)	97%	2.91	2.95	8.59	Yes
K60	Statistical measures of variation (range, quartiles, variance, standard deviation/normal distribution)	89%	2.30	2.48	5.71	Yes
K61	Inferential statistical techniques used in appraising (coefficient of variance, confidence estimates, linear regression, trend line analysis, etc.)	78%	1.91	2.14	4.10	No

Appendix D. Task and Knowledge Linkages

Certified General

#	Knowledge Statements	Applicable Tasks
Real Estate Market		
K1	Types of influences on real estate value (e.g., agents of production, factors of value, forces on value, principles of real estate)	T7, T8,
K2	Types of government power (e.g. police power, eminent domain, escheat, taxation)	T12, T11,
K3	Types of value (e.g. value in use, market value, going concern, investment value, cost vs. price vs. value)	T8, T17, T7,
K4	Allocation of value between intangible property and real estate	T2, T3, T7, T23, T39
K5	The date of value premise (current, retrospective, and prospective)	T8, T17, T20, T16, T22, T23
K6	Market analysis (e.g., types of analysis, market conditions, market delination, supply and demand)	T18, T20, T23, T21,
K7	Investment analysis (mortgage calculations, financial calculations, net present value)	T38, T37, T30
K8	The tests of highest and best use (e.g. legally allowable, physically possible, financially feasible, maximally productive)	T20, T21, T19, T18, T42
K9	The determination of highest and best use (e.g., as improved, as vacant)	T20, T21, T19, T18, T29, T42
K10	Valuation bias and fair housing laws and regulations (e.g., real estate bias, Federal fair housing and antidiscrimination laws and regulations, valuation bias)	T40, T13
Property Description		
K11	Land or site description (e.g. physical, economic, function, and legal)	T2, T12, T29,
K12	Improvement and building component description (e.g. physical and functional description, personal property items vs. fixtures)	T2, T9, T14, T15, T10
K13	Legal interest (fee simple, leased fee, leasehold, partial interest, bundle of rights)	T7, T2
K14	Rights to use (public and private restrictions to use, zoning and entitlement process)	T12, T7, T20
K15	Property taxation influence on value	T11, T35, T20, T37
Land or Site Valuation		

K16	Land or site valuation methodology (allocation, extraction, residual, subdivision, sales comparison, ground rent capitalization)	T29, T20, T24, T25, T26, T30, T41
K17	Influences on land or site valuation (externalities)	T29, T15, T18, T14, T13, T12
Sales Comparison Approach		
K18	The identification and selection of properties suitable for comparison	T23, T22,
K19	Units of comparison	T25, T24,
K20	Elements of comparison (transactional, property)	T24, T22,
K21	Quantitative adjustments (paired data, cost analysis, income capitalization, regression)	T26, T24,
K22	Qualitative comparisons (trend analysis, ranking analysis/bracketing, relative comparison analysis, interviews with market participants)	T26, T24,
K23	The process used to reconcile to indicated value by the sales comparison approach	T27,
Cost Approach		
K24	Sources of cost information (e.g. cost manuals, market-extracted, actual costs)	T31, T28
K25	Cost components (direct, indirect, entrepreneurial incentive)	T31, T28
K26	Reproduction cost and replacement cost	T31, T28,
K27	Physical deterioration (curable, incurable)	T28, T32, T33
K28	Functional obsolescence (curable, incurable)	T28, T32, T33
K29	External obsolescence (locational and economic)	T28, T32, T33
K30	Methods of estimating depreciation (age-life, modified age-life, breakdown, market extraction)	T32, T33
K31	The process used to reconcile to indicated value by the cost approach	T28
Income Approach		
K32	Sources of income generation (rent and leases, reimbursements, owner/operator income)	T34, T37
K33	Occupancy / vacancy analysis	T36
K34	Expenses (fixed, variable, replacement allowance/reserves)	T35, T37,
K35	Direct capitalization methods (multipliers, overall rates, reconstruction of operating statement)	T38,

K36	The derivation of capitalization rates (band of investment, market-extracted)	T38,
K37	Yield capitalization methods (discounted cash flow, property models, equity yield rate)	T38, T41
K38	The processes used to indicate value through direct capitalization (fee simple, leased fee, leasehold)	T38, T37
K39	The processes used to indicate value through yield capitalization (fee simple, leased fee, leasehold)	T38, T41, T37
K40	The processes used to reconcile to indicated value by the income approach	T39, T37
Reconciliation of Value Indications		
K41	Processes used to reconcile value indications among developed approaches	T39
USPAP		
K42	USPAP Definitions and Preamble	T40,
K43	USPAP Ethics Rule	T40,
K44	USPAP Record Keeping Rule	T40, T1
K45	USPAP Competency Rule	T40, T3
K46	USPAP Scope of Work Rule	T40, T4, T17, T5, T6, T7, T8, T10,
K47	USPAP Jurisdictional Exception Rule	T40,
K48	USPAP Standard 1 (development of assignment scope and value opinion)	T40, T2
K49	USPAP Standard 2 (communication of results)	T40,
K50	USPAP Standard 3 (appraisal review development)	T40,
K51	USPAP Standard 4 (appraisal review reporting)	T40,
K52	USPAP Advisory Opinions and FAQs as guidance	T40,
K53	Extraordinary Assumption and its use	T40, T16
K54	Hypothetical Condition and its use	T40, T16
Emerging Appraisal Methods		
K55	The appropriate use of property and market information sources	T17, T18, T13, T21, T19, T42

K57	The appropriate use of the hybrid/bifurcated appraisal method	T5, T6
K58	The appropriate use of Valuation Models (including AVMs)	T6
Appraisal Statistical Methods		
K59	Statistical measures of central tendency (mean, median, mode)	T38, T26, T32, T33, T25
K60	Statistical measures of variation (range, quartiles, variance, standard deviation/normal distribution)	T38, T26, T32, T33, T25
K61	Inferential statistical techniques used in appraising (coefficient of variance, confidence estimates, linear regression, trend line analysis, etc.)	T38, T26, T32, T33, T25

Certified Residential

#	Knowledge Statements	Applicable Tasks
Real Estate Market		
K1	Types of influences on real estate value (e.g., agents of production, factors of value, forces on value, principles of real estate)	T7, T8, T11, T12, T13, T18, T19, T20, T23, T24, T26
K2	Types of government power (e.g. police power, eminent domain, escheat, taxation)	T11, T12, T15, T19, T20, T21
K3	Types of value (e.g. value in use, market value, going concern, investment value, cost vs. price vs. value)	T3, T4, T8, T11, T16, T17, T19, T21
K4	Identification of the difference between intangible property, personal property and real estate	T2, T3, T8, T9, T17, T22, T23, T26, T37, T40
K5	The date of value premise (current, retrospective, and prospective)	T2, T4, T8, T9, T16, T17, T18, T19, T20, T21, T22, T23, T24, T25, T26, T27, T29
K6	Market analysis (e.g., types of analysis, market conditions, market delination, supply and demand)	T13, T15, T18, T20, T26
K7	Investment analysis (e.g., mortgage calculations, financial calculations, net present value)	T3, T34, T35, T36, T37, T38
K8	The tests of highest and best use (e.g. legally allowable, physically possible, financially feasible, maximally productive)	T2, T16, T19, T20, T21
K9	The determination of highest and best use (e.g., as improved, as vacant)	T2, T16, T19, T20, T21
Property Description		
K11	Land or site description (e.g. physical, economic, function, and legal)	T2, T11, T12, T15, T19, T20, T29
K12	Improvement and building component description (e.g. physical and functional description, personal property items vs. fixtures)	T2, T9, T10, T12, T14, T15

K13	Legal interest (e.g., fee simple, leased fee, leasehold, partial interest, bundle of rights)	T2, T3, T4, T7, T8, T34
K14	Rights to use (e.g., public and private restrictions to use, zoning and entitlement process)	T2, T7, T12, T16, T19, T20, T21
K15	Property taxation influence on value	T11, T35, T37
Land or Site Valuation		
K16	Land or site valuation methodology (allocation, extraction, residual, subdivision, sales comparison, ground rent capitalization)	T3, T29, T30, T31
K17	Influences on land or site valuation (externalities)	T12, T15, T16, T32
Sales Comparison Approach		
K18	The identification and selection of properties suitable for comparison	T19, T22, T23, T24, T25, T26, T27
K19	Units of comparison	T25, T26
K20	Elements of comparison (transactional, property)	T23, T24, T26
K21	Quantitative adjustments (paired data, cost analysis, income capitalization, regression)	T11, T15, T22, T23, T26
K22	Qualitative comparisons (trend analysis, ranking analysis/bracketing, relative comparison analysis, interviews with market participants)	T13, T18, T22, T23, T27
K23	The process used to reconcile to indicated value by the sales comparison approach	T27, T39, T40
Cost Approach		
K24	Sources of cost information (e.g. cost manuals, market-extracted, actual costs)	T13, T15, T28, T29, T31
K25	Cost components (direct, indirect, entrepreneurial incentive)	T13, T28, T31
K26	Reproduction cost and replacement cost	T13, T28, T31
K27	Physical deterioration (curable, incurable)	T13, T28, T31, T32, T33
K28	Functional obsolescence (curable, incurable)	T13, T28, T31, T32, T33
K29	External obsolescence (locational and economic)	T13, T28, T31, T32, T33
K30	Methods of estimating depreciation (age-life, modified age-life, breakdown, market extraction)	T13, T28, T31, T32, T33
K31	The process used to reconcile to indicated value by the cost approach	T3, T12, T13, T15, T16, T28, T29, T30, T31, T32, T33, T39, T40
Income Approach		
K32	Sources of income generation (e.g., rent and leases, reimbursements, owner/operator income)	T13, T30, T34, T37
K33	Occupancy / vacancy analysis	T13, T30, T36
K34	Expenses (e.g., fixed, variable, replacement allowance/reserves)	T13, T30, T35, T37
K35	Direct capitalization methods (e.g., multipliers, overall rates, reconstruction of operating statement)	T30, T38
K36	The derivation of capitalization rates (e.g., band of investment, market-extracted)	T30, T38

K37	Yield capitalization methods (e.g., discounted cash flow, property models, equity yield rate)	T30, T38
K38	The processes used to indicate value through direct capitalization (e.g., fee simple, leased fee, leasehold)	T7, T30, T38
K39	The processes used to indicate value through yield capitalization (e.g., fee simple, leased fee, leasehold)	T7, T30, T38
K40	The processes used to reconcile to indicated value by the income approach	T30, T39, T40
Reconciliation of Value Indications		
K41	Processes used to reconcile value indications among developed approaches	T27, T28, T30, T39, T40
USPAP		
K42	USPAP Definitions and Preamble	T4, T8, T16, T40
K43	USPAP Ethics Rule	T1, T40
K44	USPAP Record Keeping Rule	T1, T40
K45	USPAP Competency Rule	T3, T40
K46	USPAP Scope of Work Rule	T5, T6, T17, T40
K47	USPAP Jurisdictional Exception Rule	T17, T40
K48	USPAP Standard 1 (development of assignment scope and value opinion)	T4, T7, T8, T17, T18, T19, T20, T21, T40
K49	USPAP Standard 2 (communication of results)	T14, T15, T16, T40
K50	USPAP Standard 3 (appraisal review development)	T1, T3, T4, T16, T17, T40
K51	USPAP Standard 4 (appraisal review reporting)	T39, T40
K52	USPAP Advisory Opinions and FAQs as guidance	T40
K53	Extraordinary Assumption and its use	T16, T17, T40
K54	Hypothetical Condition and its use	T16, T17, T40
K10	Valuation bias and fair housing laws and regulations (e.g., real estate bias, Federal fair housing and antidiscrimination laws and regulations, valuation bias)	T1, T2, T3, T13, T40
Emerging Appraisal Methods		
K55	The appropriate use of property and market information sources	T1, T5, T6, T13, T15
K56	The appropriate use of technology and AI	T1, T5, T6, T15
K57	The appropriate use of the hybrid/bifurcated appraisal method	T1, T2, T3, T5, T17
K58	The appropriate use of Automated Valuation Models	T1, T2, T3, T6, T17
Appraisal Statistical Methods		
K59	Statistical measures of central tendency (mean, median, mode)	T3, T15, T17, T24, T25, T26
K60	Statistical measures of variation (range, quartiles, variance, standard deviation/normal distribution)	T3, T15, T17, T24, T25, T26
K61	Inferential statistical techniques used in appraising (coefficient of variance, confidence estimates, linear regression, trend line analysis, etc.)	T3, T15, T17, T24, T25, T26

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#	Knowledge Statements	Applicable Tasks
Real Estate Market		
K1	Types of influences on real estate value (e.g., agents of production, factors of value, forces on value, principles of real estate)	T12, T18
K2	Types of government power (e.g. police power, eminent domain, escheat, taxation)	T12, T19, T20
K3	Types of value (e.g. value in use, market value, going concern, investment value, cost vs. price vs. value)	T8, T39, T17
K4	Identification of the differences between personal property and real property	T2, T7, T9
K5	The date of value premise (current, retrospective, and prospective)	T8, T17, T27, T16
K6	Market analysis (e.g., types of analysis, market conditions, market delination, supply and demand)	T18, T13, T15, T24
K8	The tests of highest and best use (e.g. legally allowable, physically possible, financially feasible, maximally productive)	T20, T21, T19
K9	The determination of highest and best use (e.g., as improved, as vacant)	T20, T21, T19
K10	Valuation bias and fair housing laws and regulations (e.g., real estate bias, Federal fair housing and antidiscrimination laws and regulations, valuation bias)	T40,
Property Description		
K11	Land or site description (e.g. physical, economic, function, and legal)	T2, T8, T12, T24, T25
K12	Improvement and building component description (e.g. physical and functional description, personal property items vs. fixtures)	T2, T14, T15
K13	Legal interest (fee simple, leased fee, leasehold, partial interest, bundle of rights)	T7, T20, T17
K14	Rights to use (public and private restrictions to use, zoning and entitlement process)	T12, T13, T20
Land or Site Valuation		
K16	Land or site valuation methodology (allocation, extraction, residual, subdivision, sales comparison, ground rent capitalization)	T29, T24, T25
K17	Influences on land or site valuation (externalities)	T12, T13, T15, T24
Sales Comparison Approach		
K18	The identification and selection of properties suitable for comparison	T23, T9, T22, T10
K19	Units of comparison	T25, T13
K20	Elements of comparison (transactional, property)	T24, T13

K21	Quantitative adjustments (paired data, cost analysis, income capitalization, regression)	T26, T25, T33
K22	Qualitative comparisons (trend analysis, ranking analysis/bracketing, relative comparison analysis, interviews with market participants)	T13, T26, T18, T29
K23	The process used to reconcile to indicated value by the sales comparison approach	T27, T40
	Cost Approach	
K24	Sources of cost information (e.g. cost manuals, market-extracted, actual costs)	T31, T32, T33
K25	Cost components (direct, indirect, entrepreneurial incentive)	T31, T13, T9
K26	Reproduction cost and replacement cost	T31, T28, T29, T33
K27	Physical deterioration (curable, incurable)	T33, T32, T14, T13
K28	Functional obsolescence (curable, incurable)	T33, T32, T14, T13
K29	External obsolescence (locational and economic)	T33, T32, T14, T13
K30	Methods of estimating depreciation (age-life, modified age-life, breakdown, market extraction)	T32, T33, T31
K31	The process used to reconcile to indicated value by the cost approach	T28, T29, T9, T40
	Income Approach	
K32	Sources of income generation (rent and leases, reimbursements, owner/operator income)	T13, T36, T35, T38
K33	Occupancy / vacancy analysis	T36, T35, T13,
K34	Expenses (fixed, variable, replacement allowance/reserves)	T13, T35, T36
K40	The processes used to reconcile to indicated value by the income approach	T39, T40, T38, T30, T34
	Reconciliation of Value Indications	
K41	Processes used to reconcile value indications among developed approaches	T39, T40, T30
	USPAP	
K42	USPAP Definitions and Preamble	T40
K43	USPAP Ethics Rule	T40
K44	USPAP Record Keeping Rule	T40, T1
K45	USPAP Competency Rule	T40, T3
K46	USPAP Scope of Work Rule	T40, T2, T8, T9, T17, T4, T5

K47	USPAP Jurisdictional Exception Rule	T40
K48	USPAP Standard 1 (development of assignment scope and value opinion)	T1, T39, T1 through T39
K49	USPAP Standard 2 (communication of results)	T40
K50	USPAP Standard 3 (appraisal review development)	T40
K51	USPAP Standard 4 (appraisal review reporting)	T40
K52	USPAP Advisory Opinions and FAQs as guidance	T40
K53	Extraordinary Assumption and its use	T40, T16
K54	Hypothetical Condition and its use	T40, T16
	Appraisal Statistical Methods	
K59	Statistical measures of central tendency (mean, median, mode)	T18, T15, T32, T33
K60	Statistical measures of variation (range, quartiles, variance, standard deviation/normal distribution)	T18, T15, T32, T33

Appendix E. Content Outlines

Certified General Appraiser Exam Outline

Topic Area	Item Count	Cog. Level
Real estate market	20	
Types of influences on real estate value		
Agents of production		Recall
Factors of value (e.g. desire, utility, scarcity, effective purchasing power)		Recall
Forces on value (e.g. social, economic, governmental, environmental)		Recall
Principles of real estate		Recall
Types of government power		
Police power		Recall
Eminent domain		Recall
Escheat		Recall
Taxation		Recall / Appl.
Types of value		
Value in use		Recall
Market value		Recall
Going concern		Recall

Investment value		Recall
Ad valorem / assessed		Recall
Liquidation / disposition		Recall
Insurable value / replacement cost for insurable purposes		Recall
Cost vs. Price vs. Value		Recall
Allocation of value between intangible property and real estate		Appl. / Analysis
Date of value premise		
Retrospective		Recall
Current		Recall
Prospective		Recall
Market analysis		
Market delineation (e.g. neighborhood, linkages)		Recall or Appl.
Market conditions (e.g. supply and demand, absorption, capture rates)		Recall or Appl.
Types of market analysis		Recall or Appl.
Investment analysis		
Mortgage calculations		Appl. / Analysis
Financial calculations (e.g. net present value)		Appl. / Analysis
Tests of highest and best use		
Legally-allowable		Recall / Appl.
Physically-possible		Recall / Appl.
Financially-feasible		Recall / Appl.
Maximally-productive		Recall / Appl.
Determination of highest and best use		
As improved		Appl. / Analysis
As vacant		Appl. / Analysis
Property description	12	
Land or site description		
Physical, economic, and functional description		Recall / Appl.
Legal description		Recall / Appl.
Improvement and building component description		
Physical, economic, and functional description		Recall / Appl.
Personal property items vs. fixtures		Recall / Appl.
Legal interest		
Fee simple		Recall / Appl.
Leased fee		Recall / Appl.
Leasehold		Recall / Appl.
Partial interest		Recall
Types of ownership (e.g. joint tenancy, tenants in common)		Recall
Rights to use		
Public restrictions		Recall

Private restrictions		Recall
Zoning and entitlement processes		Recall
Property taxation influence on value		Recall or Appl.
Land or site valuation	4	
Land or site valuation methodology		
Allocation		Appl. / Analysis
Extraction		Appl. / Analysis
Residual		Appl. / Analysis
Subdivision		Appl. / Analysis
Sales comparison		Appl. / Analysis
Ground rent capitalization		Appl. / Analysis
Sales comparison approach	15	
Identification and selection of properties suitable for comparison		Appl. / Analysis
Units of comparison		Appl. / Analysis
Elements of comparison		
Transactional		Appl. / Analysis
Property		Appl. / Analysis
Quantitative adjustments		
Paired data		Appl. / Analysis
Cost analysis		Appl. / Analysis
Income capitalization		Appl. / Analysis
Regression / trend analysis		Appl. / Analysis
Qualitative comparisons		
Ranking analysis / bracketing		Appl. / Analysis
Relative comparison analysis		Appl. / Analysis
Interviews with market participants		Appl. / Analysis
Reconciliation to indicated value by the sales comparison approach		Appl. / Analysis
Cost approach	12	
Sources of cost information		
Cost manuals		All
Actual costs		All
Market-extracted		Appl. / Analysis
Cost components		
Direct		All
Indirect		All
Entrepreneurial incentive		All
Reproduction and replacement cost		All
Physical deterioration		
Curable		All
Incurable		All

Functional obsolescence		
Curable		All
Incurable		All
External obsolescence		
Locational		All
Economic		All
Methods of estimating depreciation		
Age-life and modified age-life		Appl. / Analysis
Breakdown		Appl. / Analysis
Market extraction		Appl. / Analysis
Reconciliation to indicated value by the cost approach		Appl. / Analysis
Income approach	21	
Sources of income generation		
Rent and leases		All
Reimbursements		All
Owner/Operator income		All
Occupancy / vacancy analysis		Appl. / Analysis
Expenses		
Fixed		All
Variable		All
Replacement allowance / reserves / capital expenditures		All
Direct capitalization methods		
Multipliers		All
Overall rates		All
Reconstruction of operating statement		All
Derivation of capitalization rates		
Band of investment		Appl. or Analysis
Market-extracted		Appl. or Analysis
Yield capitalization		
Discounted cash flow		All
Property models		All
Yield rates		All
Indicate value through direct capitalization		
Fee simple		Appl. / Analysis
Leased fee		Appl. / Analysis
Leasehold		Appl. / Analysis
Indicate value through yield capitalization		
Fee simple		Appl. / Analysis
Leased fee		Appl. / Analysis
Leasehold		Appl. / Analysis

Reconciliation to indicated value by the income approach		Appl. / Analysis
Reconciliation of value indications	1	
Reconciliation of value indications among developed approaches		Appl. / Analysis
Uniform standards of professional appraisal practice (USPAP)	19	
Definitions and preamble		Recall
Ethics rule		All
Record keeping rule		All
Competency rule		All
Scope of work rule		All
Jurisdictional exception rule		All
Standard 1 (development of assignment scope and value opinion)		All
Standard 2 (communication of results)		All
Standard 3 (appraisal review development)		All
Standard 4 (appraisal review reporting)		All
USPAP Advisory Opinions and FAQs as guidance		All
Extraordinary Assumption and its use		All
Hypothetical Condition and its use		All
Valuation bias and fair housing laws and regulations		
Understanding historical and contemporary real estate bias		All
Federal fair housing and antidiscrimination laws and regulations		All
Valuation bias		All
Emerging appraisal methods	3	
Appropriate use of property and market information sources		All
The appropriate use of alternative inspection techniques		All
The appropriate use of Valuation Models (including AVMs)		All
Appraisal statistical methods	3	
Statistical Measures of Central Tendency		All
Statistical Measures of Variation		All
Advanced Statistical Techniques Used in Appraising		All

Certified Residential Appraiser Exam Outline

Topic Area	Item Count	Cog. Level
Real estate market	15	
Types of influences on real estate value		
Agents of production		Recall
Factors of value (e.g. desire, utility, scarcity, effective purchasing power)		Recall
Forces on value (e.g. social, economic, governmental, environmental)		Recall
Principles of real estate		Recall
Types of government power		

Police power		Recall
Eminent domain		Recall
Escheat		Recall
Taxation		Recall
Types of value		
Value in use		Recall
Market value		Recall
Going concern		Recall
Investment value		Recall
Ad valorem / assessed		Recall
Liquidation / disposition		Recall
Insurable value		Recall
Cost vs. Price vs. Value		Recall
Allocation of value between intangible property, personal and real estate		Recall
Date of value premise		
Retrospective		Recall
Current		Recall
Prospective		Recall
Market analysis		
Market delineation (e.g. neighborhood, linkages)		Recall
Market conditions (e.g. supply and demand, absorption, capture rates)		Recall / Appl.
Types of market analysis		Recall
Investment analysis		
Mortgage calculations		Application
Financial calculations (e.g. net present value)		Application
Tests of highest and best use		
Legally-allowable		Recall
Physically-possible		Recall
Financially-feasible		Recall
Maximally-productive		Recall
Determination of highest and best use		
As improved		Appl. / Analysis
As vacant		Application
Property description	13	
Land or site description		
Physical, economic, and functional description		Recall
Legal description		Recall / Appl.
Improvement and building component description		
Physical, economic, and functional description		Recall
Personal property items vs. fixtures		Recall

Legal interest		
Fee simple		Recall
Leased fee		Recall
Leasehold		Recall
Partial interest		Appl.
Types of ownership (e.g. joint tenancy, tenants in common)		Recall
Rights to use		
Public restrictions		Recall
Private restrictions		Recall
Zoning and entitlement processes		Recall
Property taxation influence on value		Application
Land or site valuation	5	
Land or site valuation methodology		
Allocation		Application
Extraction		Application
Sales comparison		Analysis
Influences on land or site valuation		Recall / Appl.
Sales comparison approach	18	
Identification and selection of properties suitable for comparison		Appl.
Units of comparison		Appl. / Analysis
Elements of comparison		
Transactional (e.g., property rights, financing, conditions of sale, expenditures immediately upon sale, market conditions)		Appl. / Analysis
Property		Application
Quantitative adjustments		
Paired data		Application
Cost analysis		Application
Income capitalization		Application
Regression / trend analysis		Application
Qualitative comparisons		
Ranking analysis / bracketing		Application
Relative comparison analysis		Application
Interviews with market participants		Application
Reconciliation to indicated value by the sales comparison approach		Application
Cost approach	15	
Sources of cost information		
Cost manuals		Recall
Actual costs		Recall / Appl.
Market-extracted		Recall / Appl.
Cost components		

Direct		Recall / Appl.
Indirect		Recall / Appl.
Entrepreneurial incentive		Recall / Appl.
Reproduction and replacement cost		Recall / Appl.
Physical deterioration		
Curable		Recall / Appl.
Incurable		Recall / Appl.
Functional obsolescence		
Curable		Recall / Appl.
Incurable		Recall / Appl.
External obsolescence		
Locational		Recall / Appl.
Economic		Recall / Appl.
Methods of estimating depreciation		
Age-life and modified age-life		Appl.
Breakdown		Recall
Market extraction		Appl.
Reconciliation to indicated value by the cost approach		Appl.
Income approach	9	
Sources of income generation		
Rent and leases		Recall / Appl.
Reimbursements		
Owner / Operator income		
Occupancy / vacancy analysis		Application
Expenses		
Fixed		Recall / Appl.
Variable		Recall / Appl.
Replacement allowance / reserves / capital expenditures		Recall / Appl.
Direct capitalization methods		
Multipliers		Application
Reconstruction of operating statement		Application
Derivation of capitalization rates		
Market-extracted		Application
Indicate value through direct capitalization		Application
Fee simple		Application
Leased fee		Application
Leasehold		Application
Reconciliation to indicated value by the income approach		Application
Reconciliation of value indications	5	
Reconciliation of value indications among developed approaches		Application

Uniform standards of professional appraisal practice (USPAP)	20	
Definitions and preamble		Recall
Ethics rule		Recall / Appl.
Record keeping rule		Recall / Appl.
Competency rule		Recall / Appl.
Scope of work rule		Recall / Appl.
Jurisdictional exception rule		Recall
Standard 1 (development of assignment scope and value opinion)		Recall / Appl.
Standard 2 (communication of results)		Recall / Appl.
Standard 3 (appraisal review development)		Recall / Appl.
Standard 4 (appraisal review reporting)		Recall / Appl.
USPAP Advisory Opinions and FAQs as guidance		Recall
Extraordinary Assumption and its use		Recall / Appl.
Hypothetical Condition and its use		Recall / Appl.
Valuation bias and fair housing laws and regulations		
Understanding historical and contemporary real estate bias		Recall / Appl.
Federal fair housing and antidiscrimination laws and regulations		Recall / Appl.
Valuation bias		Recall / Appl.
Emerging Appraisal Methods	5	
Appropriate use of property and market information sources		Recall
Appropriate use of alternative inspection techniques (e.g., hybrid/bifurcated method)		Recall
Appropriate use of Valuation Models (including AVMs)		Recall
Appraisal Statistical Methods	5	
Statistical Measures of Central Tendency		Appl. / Analysis
Statistical Measures of Variation		Appl. / Analysis
Advanced Statistical Techniques Used in Appraising		Appl. / Analysis

Licensed Residential Appraiser Exam Outline

Topic Area	Item Count	Cog. Level
Real estate market	22	
Types of influences on real estate value		Recall
Agents of production		Recall
Factors of value (e.g. desire, utility, scarcity, effective purchasing power)		Recall
Forces on value (e.g. social, economic, governmental, environmental)		Recall
Principles of real estate		Recall
Types of government power		Recall
Police power		Recall
Eminent domain		Recall

Escheat		Recall
Taxation		Recall
Types of value		Recall
Market value		Recall
Ad valorem / assessed		Recall
Liquidation / disposition		Recall
Cost vs. Price vs. Value		Recall / Appl.
Identification of the differences between personal property and real property		Recall / Appl.
Date of value premise		Recall / Appl.
Retrospective		Recall / Appl.
Current		Recall / Appl.
Prospective		Recall / Appl.
Market analysis		Recall / Appl.
Market delineation (e.g. neighborhood, linkages)		Recall / Appl.
Market conditions (e.g. supply and demand, absorption, capture rates)		Recall / Appl.
Types of market analysis		Recall / Appl.
Tests of highest and best use		Recall / Appl.
Legally-allowable		Recall / Appl.
Physically-possible		Recall / Appl.
Financially-feasible		Recall / Appl.
Maximally-productive		Recall / Appl.
Determination of highest and best use		All
As improved		All
As vacant		All
Property description	11	
Land or site description		Recall
Physical, economic, and functional description		Recall
Legal description		Recall
Improvement and building component description		Recall / Appl.
Physical, economic, and functional description		Recall / Appl.
Personal property items vs. fixtures		Recall / Appl.
Legal interest		Recall
Fee simple		Recall
Leased fee		Recall
Leasehold		Recall
Types of ownership (e.g. joint tenancy, tenants in common)		Recall
Rights to use		Recall / Appl.
Public restrictions		Recall
Private restrictions		Recall

Zoning		Recall / Appl.
Property taxation influence on value		
Land or site valuation	5	
Land or site valuation methodology		All
Allocation		All
Extraction		All
Sales comparison		All
Influences on land or site valuation		All
Sales comparison approach	28	
Identification and selection of properties suitable for comparison		Appl. / Analysis
Units of comparison		Appl. / Analysis
Elements of comparison		Appl. / Analysis
Transactional		Appl. / Analysis
Property		Appl. / Analysis
Quantitative adjustments		Appl. / Analysis
Paired data		Appl. / Analysis
Cost analysis		Appl. / Analysis
Qualitative comparisons		Appl. / Analysis
Ranking analysis / bracketing		Appl. / Analysis
Relative comparison analysis		Appl. / Analysis
Interviews with market participants		Appl. / Analysis
Reconciliation to indicated value by the sales comparison approach		Appl. / Analysis
Cost approach	10	
Sources of cost information		Recall
Cost manuals		Recall
Actual costs		Recall
Market-extracted		Recall
Cost components		Recall / Appl.
Direct		Recall / Appl.
Indirect		Recall / Appl.
Entrepreneurial incentive		Recall / Appl.
Reproduction and replacement cost		Recall / Appl.
Physical deterioration		Recall / Appl.
Curable		Recall / Appl.
Incurable		Recall / Appl.
Functional obsolescence		Recall / Appl.
Curable		Recall / Appl.
Incurable		Recall / Appl.
External obsolescence		Recall / Appl.
Locational		Recall / Appl.

Economic		Recall / Appl.
Methods of estimating depreciation		Recall / Appl.
Age-life and modified age-life		Recall / Appl.
Market extraction		Recall / Appl.
Reconciliation to indicated value by the cost approach		Recall / Appl.
Income approach	5	
Sources of income generation		Application
Rent and leases		Application
Owner/Operator income		Application
Occupancy / vacancy analysis		Appl. / Analysis
Expenses		All
Fixed		All
Variable		All
Replacement allowance / reserves		All
Direct capitalization methods		Appl. / Analysis
Multipliers		Appl. / Analysis
Reconciliation to indicated value by the income approach		Appl. / Analysis
Reconciliation of value indications	2	
Reconciliation of value indications among developed approaches		Appl. / Analysis
Uniform standards of professional appraisal practice (USPAP)	24	
Definitions and preamble		Recall
Ethics rule		Recall / Appl.
Record keeping rule		Recall / Appl.
Competency rule		Recall / Appl.
Scope of work rule		Recall / Appl.
Jurisdictional exception rule		Recall / Appl.
Standard 1 (development of assignment scope and value opinion)		Recall / Appl.
Standard 2 (communication of results)		Recall / Appl.
USPAP Advisory Opinions and FAQs as guidance		Recall
Extraordinary Assumption and its use		Recall / Appl.
Hypothetical Condition and its use		Recall / Appl.
Valuation bias and fair housing laws and regulations		Recall / Appl.
Federal fair housing and antidiscrimination laws and regulations		Recall / Appl.
Appraisal statistical methods	3	
Statistical Measures of Central Tendency		All
Statistical Measures of Variation		All

Appendix F. Item Writing Principles

Characteristics of a Well-Written Item

- Conforms to a specific category of the content outline
- Is relevant and important to the job tasks commonly performed and the job knowledge regularly used
- Is related to public protection and designed to eliminate those candidates who would pose a danger to the public
- Targets a minimally competent candidate
- Includes the most current information available to all potential candidates
- Focuses on what is needed to answer the question without extraneous, confusing, tricky, or otherwise unnecessary information
- Phrased in the working language of the job
- Describes realistic and practical situations
- Is at an appropriate reading level consistent with trade or industry knowledge, avoiding unnecessary complexity
- Is supported by an authoritative reference source
- Presents scenarios that are realistic, addressing advanced topics that require a comprehensive knowledge basis to answer correctly
- Provides clear references, labels, directions when using scenario passages, graphics, tables, charts, or similar elements in a question
- Does not include clues or cues that would give a candidate without sufficient knowledge the ability to answer the question correctly (e.g., does not allow good “test takers” to get the answer correct due to their test taking skill)
- Avoids potentially offensive and emotionally charged words and descriptions
- Is sensitive to words or phrases that may cause negative impressions or perpetuate stereotypes
- Strives for gender neutrality and avoids gender stereotypes
- Uses words and phrases that have consistent meaning across persons of different demographic characteristics
- Ensures that all groups have access to the concepts being tested

Characteristics of a Well-Written Stem

- Is concise but contains all necessary information to answer the question
- Allows respondents to determine what is being asked without seeing the options, without need for assumptions
- Includes words that would otherwise be repeated in each option
- Cites an authority when practices differ
- Uses question-and-response or complete-the-sentence format
- Uses negative wording only when appropriate and clearly indicates or highlights the negative wording (e.g., NOT, NEVER, EXCEPT)

Characteristics of a Well-Written Key

- Answers what is asked in the stem
- Is the only correct answer
- Conforms grammatically to the stem
- Excludes qualifying words or extraneous details
- Is supported by an authoritative reference source
- Represents what is correct in actual practice
- Is not subject to opinion

Characteristics of a Well-Written Distractor

- Is plausible to those who lack knowledge about the concept
- Is a realistic option that is a genuine concept or term used in practice
- Is not a throw-away option, such that it is obviously incorrect
- Does not contain absolute words (e.g., all, never, always, all/none of the above)
- Reflects common misconceptions and errors
- Does not contain content that overlaps with the key and to other distractors
- Is consistent with other options in terms of length and amount of detail

Appendix G. Definitions of Minimum Competence

Certified General

<p>Real Estate Market</p>	<p>Types of influences on real estate value</p> <ul style="list-style-type: none"> • Understand and identify the components of supply and demand relevant to the assignment • Determine absorption periods, exposure times, and marketing times • Determine the motivation of market participants in a market area • Research and review appropriate census data, including government influences • Identify property conformity within the neighborhood • Identify external elements that impact value • Understand the agents of production • Understand the principles of anticipation, contribution and substitution <p>Types of government power</p> <ul style="list-style-type: none"> • Consider alternatives and restrictions for use • Determine legal acceptability and compliance • Research and understand zoning and other regulatory influences (e.g., easements, encroachments) • Understand the powers of eminent domain • Define escheat • Understand taxation <p>Types of value</p> <ul style="list-style-type: none"> • Identify property interest, types of value, and property rights appraised <p>Identify the difference of value between intangible property, personal and real estate</p> <ul style="list-style-type: none"> • Understand the difference between intangible, personal and real property <p>Date of value premise</p> <ul style="list-style-type: none"> • Understand the difference between retrospective, current and prospective value <p>Market analysis</p> <ul style="list-style-type: none"> • Understand and determine market segmentation • Research and understand the market area • Determine market area boundaries • Identify differences in market areas • Identify trends in market activity • Analyze economic impact of supply and demand on subject property • Calculate existing inventories and absorption rates • Forecast demand for subject property
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	<p>Investment analysis</p> <ul style="list-style-type: none"> • Calculate mortgage payment, balance, and present value, and other applicable calculations <p>Tests of highest and best use</p> <ul style="list-style-type: none"> • Define and understand the four components of highest and best use <p>Determination of highest and best use</p> <ul style="list-style-type: none"> • Determine the impact of surrounding influences of the property • Perform the four tests of highest and best use in the correct sequence (for both vacant and improved, when applicable) • Identify maximally-productive improvements (ideal improvement) • Analyze comparison of HBU as improved versus HBU as vacant • Summarize findings of highest and best use analysis
Property Description	<ul style="list-style-type: none"> • Land or site description • Conduct research from public and private sources, relevant to assignment • Collect sufficient information related to the property, relevant to assignment • Identify pertinent components and condition of the property • Understand how to interpret surveys, tax and plat maps • Understand different techniques to locate the property • Describe utility of the property • Reconcile disparate information from data sources • Calculate site areas • Improvement and building component description • Identify physical, functional, and external deficiencies • Identify components of construction • Conduct research from public and private sources, relevant to assignment • Collect sufficient information related to the improvement(s), relevant to assignment • Identify pertinent components and condition of the improvement(s) • Understand how to interpret building plans, specifications and relevant maps • Understand different techniques to locate the improvement(s) • Describe utility of the improvement(s) • Reconcile disparate information from data sources • Calculate building areas • Identify the difference between real property and fixtures <p>Legal interest</p> <ul style="list-style-type: none"> • Identify property interest and property rights appraised • Identify property and ownership rights • Understand components of contracts, deeds and leases • Recognize and understand the impact of legal interest (i.e., fee simple, leased fee, leasehold, partial interest) on value • Understand property rights associated with partial interest and their potential impact on value • Identify easements, encroachments or other property use restrictions • Understand the concept of the bundle of rights in real estate <p>Rights to use</p> <ul style="list-style-type: none"> • Identify the impact of the restrictions on subject and comparable properties • Interpret zoning and entitlements and their impact on value • Identify deed, private and public restrictions • Identify easements, encroachments or other property use restrictions <p>Property taxation influence on value</p>

	<ul style="list-style-type: none"> Identify and apply property tax amount including special assessments and their impact on value
Land or Site Valuation	<p>Land or site valuation methodology</p> <ul style="list-style-type: none"> Uses relevant valuation technique (i.e., allocation, extraction, sales comparison, ground rent capitalization, subdivision analysis) Identify, confirm, and analyze comparable sales with similar highest and best use Uses appropriate units of comparison <p>Influences on land or site valuation</p> <ul style="list-style-type: none"> Determine the impact on value of easements, encroachments or other property use restrictions Identify surplus and excess land Identify influences of assemblage and plottage
Sales Comparison Approach	<p>Identification and selection of properties suitable for comparison</p> <ul style="list-style-type: none"> Collect, identify, and verify sales and listings with credible sources Select appropriate comparables <p>Elements of comparison</p> <ul style="list-style-type: none"> Identify and analyze the impact of transactional (e.g., property rights, financing, conditions of sale, expenditures immediately upon sale, market conditions) elements of comparison Identify and analyze the impact of physical elements of comparison <p>Units of comparison</p> <ul style="list-style-type: none"> Identify and analyze appropriate units of comparison <p>Quantitative adjustments</p> <ul style="list-style-type: none"> Identify and verify data sources Identify data analysis techniques (i.e., paired data, cost analysis, income capitalization and regression) Apply the appropriate data analysis technique (i.e., paired data, cost analysis, income capitalization and regression) Extract, apply, and support appropriate adjustments to the comparable sales and not to subject property <p>Qualitative comparisons</p> <ul style="list-style-type: none"> Understand and apply qualitative comparisons (i.e., trend analysis, ranking analysis, bracketing, relative comparison, interviews with market participants) Identify and verify data sources Support qualitative adjustments to comparable properties with qualitative techniques <p>Reconciliation to indicated value by the sales comparison approach</p> <ul style="list-style-type: none"> Explain rationale for inclusion and exclusion of adjustments Correlate and reconcile comparables to the subject property Determine and explain weighting and emphasis of comparables Document and provide justification for the inclusion and exclusion of market sales for comparison
Cost Approach	<p>Sources of cost information</p> <ul style="list-style-type: none"> Identify and utilize appropriate cost data (i.e., manuals) Extract costs from market data Understand and apply builder estimates Reconcile multiple cost sources <p>Cost components</p>

	<ul style="list-style-type: none"> • Differentiate between direct (i.e., hard) and indirect (i.e., soft) costs such as entrepreneurial incentives, contractors overhead and other incentives <p>Reproduction and replacement cost</p> <ul style="list-style-type: none"> • Select appropriate cost basis (reproduction or replacement) • Identify subject property's construction classification • Apply cost data to improvements <p>Physical deterioration</p> <ul style="list-style-type: none"> • Identify and apply appropriate calculations for curable and incurable deficiencies/deteriorations <p>Functional obsolescence</p> <ul style="list-style-type: none"> • Identify and apply appropriate calculations for curable and incurable deficiencies/obsolescence <p>External obsolescence</p> <ul style="list-style-type: none"> • Identify and apply appropriate calculations for locational and economic obsolescence <p>Methods of estimating depreciation</p> <ul style="list-style-type: none"> • Select and apply appropriate method of depreciation • Calculate effective age and economic life • Recognize the components of the breakdown method • Extract depreciation from market data by identifying competitive or substitute properties <p>Reconciliation to indicated value by the cost approach</p> <ul style="list-style-type: none"> • Support exclusion of approach • Support estimates of depreciation of obsolescence
Income Approach	<p>Sources of income generation</p> <ul style="list-style-type: none"> • Understand and interpret the terms of the lease • Identify and verify appropriate rent comparable data • Identify income-generating characteristics of subject property and comparable properties, such as rent, parking garage, laundry • Understand the appropriate components of an operating income statement <p>Occupancy / vacancy analysis</p> <ul style="list-style-type: none"> • Apply a market derived vacancy rate <p>Expenses</p> <ul style="list-style-type: none"> • Verify and reconcile owner-supplied expenses • Understand the differences between fixed and variable expenses • Delineate between fixed and variable expenses • Understand and calculate reserves for replacement allowance <p>Direct capitalization</p> <ul style="list-style-type: none"> • Reconstruct operating statement and pro forma • Identify and apply appropriate capitalization methods (i.e., GRM, OAR), and understand additional methods of deriving capitalization rates (e.g., band of investment, extract from sales) • Understand and apply capitalization methods (i.e., GRM, OAR) to market rents and contract rents <p>Yield capitalization/DCF</p> <ul style="list-style-type: none"> • Conduct a discounted cash flow analysis • Calculate a reversion • Understand methods of deriving a yield rate • Solve for and proper use of yield rates • Understand how yield capitalization applies to fee simple, leased fee, and leasehold <p>Reconciliation to indicated value by the income approach</p>

	<ul style="list-style-type: none"> • Reconcile between the various methods of income capitalization
Reconciliation of Value Indications	<p>Reconciliation of value indications among developed approaches</p> <ul style="list-style-type: none"> • Analyze and summarize the quantity and quality of the results of approaches developed • Reconcile and weight the approaches developed to support the final value estimate • Support the exclusion of any approaches not developed
USPAP	<p>Definitions and preamble</p> <ul style="list-style-type: none"> • Understand the purpose of USPAP • Understand the definitions and preamble in USPAP <p>Ethics rule</p> <ul style="list-style-type: none"> • Identify and understand the expectations of the Ethics Rule (i.e., nondiscrimination, conduct, management, confidentiality) • Apply the principles of the Ethics Rule (i.e., nondiscrimination, conduct, management, confidentiality) <p>Record keeping rule</p> <ul style="list-style-type: none"> • Identify and understand the requirements of the Record Keeping Rule • Apply the requirements of the Record Keeping Rule <p>Competency rule</p> <ul style="list-style-type: none"> • Identify and understand the requirements of the Competency Rule • Apply the requirements of the Competency Rule <p>Scope of work rule</p> <ul style="list-style-type: none"> • Identify and understand the requirements of the Scope of Work Rule • Apply the requirements of the Scope of Work Rule <p>Jurisdictional exception rule</p> <ul style="list-style-type: none"> • Identify and understand the requirements of the Jurisdictional Exception Rule • Apply the requirements of the Jurisdictional Exception Rule <p>Standard 1 (development of assignment scope and value opinion)</p> <ul style="list-style-type: none"> • Identify, understand and apply the requirements of the USPAP Standard 1: <ul style="list-style-type: none"> ○ SR 1-1. General development requirements ○ SR 1-2. Problem Identification ○ SR 1-3. Market Analysis and Highest and Best Use ○ SR 1-4. Approaches to Value ○ SR 1-5. Subject Sales and Other Transfers, Sale Agreements, Options and Listings ○ SR 1-6. Reconciliation <p>Standard 2 (communication of results)</p> <ul style="list-style-type: none"> • Identify, understand and apply the requirements of the USPAP Standard 2: <ul style="list-style-type: none"> ○ SR 2-1. General reporting requirements ○ SR 2-2. Content of a real property appraisal report ○ SR 2-3. Certification ○ SR 2-4. Oral Appraisal Report <p>Standard 3 (appraisal review, development)</p> <ul style="list-style-type: none"> • Identify, understand and apply the requirements of the USPAP Standard 3: <ul style="list-style-type: none"> ○ SR 3-1. General development requirements ○ SR 3-2. Problem Identification ○ SR 3-3. Appraisal Review Methods <p>Standard 4 (appraisal review, reporting)</p> <ul style="list-style-type: none"> • Identify, understand and apply the requirements of the USPAP Standard 4: <ul style="list-style-type: none"> ○ SR 4-1. General reporting requirements ○ SR 4-2. Content of an appraisal review report ○ SR 4-3. Certification ○ SR 4-4. Oral Appraisal Review Report <p>USPAP Advisory Opinions and FAQs as guidance</p> <ul style="list-style-type: none"> • Understand the guidance from the AOs and FAQs

	<p>Extraordinary Assumption and its use</p> <ul style="list-style-type: none"> • Understand and apply Extraordinary Assumptions <p>Hypothetical Condition and its use</p> <ul style="list-style-type: none"> • Understand and apply Hypothetical Conditions <p>Valuation bias and fair housing laws and regulations</p> <ul style="list-style-type: none"> • Understand valuation bias and how to comply with applicable federal fair housing laws and regulations
Emerging Appraisal Methods	<p>Appropriate use of property and market information sources</p> <ul style="list-style-type: none"> • Understand when the use of online market information sources is appropriate <p>Appropriate use of technology and AI</p> <ul style="list-style-type: none"> • Understand the appropriate use of technology and AI during the appraisal process <p>Appropriate use of alternative inspection techniques</p> <ul style="list-style-type: none"> • Understand the appropriate use of limited scope appraisals (e.g., hybrid, bifurcated) <p>Appropriate use of Automated Valuation Models</p> <ul style="list-style-type: none"> • Understand the appropriate use of Automated Valuation Models
Appraisal Statistical Methods	<p>Statistical Measures of Central Tendency</p> <ul style="list-style-type: none"> • Recognize and apply appropriate statistical measures of central tendency • Analyze data and apply findings from statistical measures of central tendency <p>Statistical Measures of Variation</p> <ul style="list-style-type: none"> • Recognize and apply appropriate statistical measures of variation • Analyze data and apply findings from statistical measures of variation <p>Inferential Statistical Techniques Used in Appraising</p> <ul style="list-style-type: none"> • Recognize and apply appropriate inferential statistical techniques • Analyze data and apply findings from inferential statistical techniques

Certified Residential

Real Estate Market	<p>Types of influences on real estate value</p> <ul style="list-style-type: none"> • Understand and identify the components of supply and demand relevant to the assignment • Determine absorption periods, exposure times, and marketing times • Determine the motivation of market participants in a market area • Research and review appropriate demographic data, including government influences • Identify property conformity within the neighborhood • Identify external elements that impact value • Understand the agents of production • Understand the principles of anticipation, contribution and substitution <p>Types of government power</p> <ul style="list-style-type: none"> • Consider alternatives and restrictions for use • Determine legal acceptability and compliance • Research and understand zoning and other regulatory influences (e.g., easements, encroachments) • Understand the powers of eminent domain • Define escheat • Understand taxation <p>Types of value</p>
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	<ul style="list-style-type: none"> • Identify different types of real estate values <p>Identify the difference of value between intangible property, personal and real estate</p> <ul style="list-style-type: none"> • Understand the difference between intangible, personal and real property <p>Date of value premise</p> <ul style="list-style-type: none"> • Understand the difference between retrospective, current and prospective value <p>Market analysis</p> <ul style="list-style-type: none"> • Understand and determine market segmentation • Research and understand the market area • Determine market area boundaries • Identify differences in market areas • Identify trends in market activity • Analyze economic impact of supply and demand on subject property • Calculate existing inventories and absorption rates • Forecast demand for subject property <p>Investment analysis</p> <ul style="list-style-type: none"> • Perform mortgage and financial calculations <p>Tests of highest and best use</p> <ul style="list-style-type: none"> • Define and understand the four components of highest and best use <p>Determination of highest and best use</p> <ul style="list-style-type: none"> • Determine the impact of surrounding influences of the property • Perform the four tests of highest and best use in the correct sequence (for both vacant and improved, when applicable) • Identify maximally-productive improvements (ideal improvement) • Analyze comparison of HBU as improved versus HBU as vacant • Summarize findings of highest and best use analysis
Property Description	<ul style="list-style-type: none"> • Land or site description • Conduct research from public and private sources, relevant to assignment • Collect sufficient information related to the property, relevant to assignment • Identify pertinent components and condition of the property • Understand how to interpret surveys, tax and plat maps • Understand different techniques to locate the property • Describe utility of the property • Reconcile disparate information from data sources • Calculate site areas • Improvement and building component description • Identify physical, functional, and external deficiencies • Identify components of construction • Conduct research from public and private sources, relevant to assignment • Collect sufficient information related to the improvement(s), relevant to assignment • Identify pertinent components and condition of the improvement(s) • Understand how to interpret blueprint, specifications and relevant maps • Understand different techniques to locate the improvement(s) • Describe utility of the improvement(s) • Reconcile disparate information from data sources • Calculate building areas • Identify the difference between real property and fixtures <p>Legal interest</p> <ul style="list-style-type: none"> • Identify property interest and property rights appraised • Identify property and ownership rights • Understand components of contracts, deeds and leases

	<ul style="list-style-type: none"> • Recognize and understand the impact of legal interest (i.e., fee simple, leased fee, leasehold, partial interest) on value • Understand property rights associated with partial interest and their potential impact on value • Identify easements, encroachments or other property use restrictions • Understand the concept of the bundle of rights in real estate <p>Rights to use</p> <ul style="list-style-type: none"> • Identify the impact of the restrictions on subject and comparable properties • Interpret zoning and entitlements and their impact on value • Identify deed, private and public restrictions • Identify easements, encroachments or other property use restrictions <p>Property taxation influence on value</p> <ul style="list-style-type: none"> • Identify and apply property tax amount including special assessments and their impact on value
Land or Site Valuation	<p>Land or site valuation methodology</p> <ul style="list-style-type: none"> • Uses relevant valuation technique (i.e., allocation, extraction, sales comparison) • Identify and analyze comparable sales with similar highest and best use • Uses appropriate units of comparison <p>Influences on land or site valuation</p> <ul style="list-style-type: none"> • Determine the impact on value of easements, encroachments or other property use restrictions • Identify surplus and excess land • Identify influences of assemblage and plottage
Sales Comparison Approach	<p>Identification and selection of properties suitable for comparison</p> <ul style="list-style-type: none"> • Collect, identify and verify sales and listings with credible sources • Select appropriate comparables <p>Elements of comparison</p> <ul style="list-style-type: none"> • Identify and analyze the impact of transactional (e.g., property rights, financing, conditions of sale, expenditures immediately upon sale, market conditions) elements of comparison • Identify and analyze the impact of property elements of comparison <p>Units of comparison</p> <ul style="list-style-type: none"> • Identify and analyze appropriate units of comparison <p>Quantitative adjustments</p> <ul style="list-style-type: none"> • Identify and verify data sources • Identify data analysis techniques (i.e., paired data, cost analysis, income capitalization and regression) • Apply the appropriate data analysis technique (i.e., paired data, cost analysis, income capitalization and regression) • Extract, apply, and support appropriate adjustments to the comparable sales and not to subject property <p>Qualitative comparisons</p> <ul style="list-style-type: none"> • Understand and apply qualitative comparisons (i.e., trend analysis, ranking analysis, bracketing, relative comparison, interviews with market participants) • Identify and verify data sources • Support qualitative adjustments to comparable properties with qualitative techniques <p>Reconciliation to indicated value by the sales comparison approach</p> <ul style="list-style-type: none"> • Explain rationale for inclusion and exclusion of adjustments • Correlate and reconcile comparables to the subject property • Determine and explain weighting and emphasis of comparables

	<ul style="list-style-type: none"> • Document and provide justification for the inclusion and exclusion of market sales for comparison
Cost Approach	<p>Sources of cost information</p> <ul style="list-style-type: none"> • Identify and utilize appropriate cost data (i.e., manuals) • Extract costs from market data • Understand and apply builder estimates • Reconcile multiple cost sources <p>Cost components</p> <ul style="list-style-type: none"> • Recognize difference between direct (i.e., hard) and indirect (i.e., soft) costs such as entrepreneurial incentives, contractors overhead and other incentives <p>Reproduction and replacement cost</p> <ul style="list-style-type: none"> • Select appropriate cost basis (reproduction or replacement) • Identify subject property’s construction classification • Apply cost data to improvements <p>Physical deterioration</p> <ul style="list-style-type: none"> • Identify and apply appropriate calculations for curable and incurable deficiencies <p>Functional obsolescence</p> <ul style="list-style-type: none"> • Identify and apply appropriate calculations for curable and incurable deficiencies <p>External obsolescence</p> <ul style="list-style-type: none"> • Identify and apply appropriate calculations for locational and economic deficiencies <p>Methods of estimating depreciation</p> <ul style="list-style-type: none"> • Select and apply appropriate method of depreciation • Calculate effective age and economic life • Recognize the components of the breakdown method • Extract depreciation from market data by identifying competitive or substitute properties <p>Reconciliation to indicated value by the cost approach</p> <ul style="list-style-type: none"> • Support exclusion of approach • Support estimates of depreciation of obsolescence
Income Approach	<p>Sources of income generation</p> <ul style="list-style-type: none"> • Understand and interpret the terms of the lease • Identify and verify appropriate rent comparable data • Identify income-generating characteristics of subject property and comparable properties, such as rent, parking garage, laundry • Understand the appropriate components of an operating income statement <p>Occupancy / vacancy analysis</p> <ul style="list-style-type: none"> • Apply a market derived vacancy rate <p>Expenses</p> <ul style="list-style-type: none"> • Verify and reconcile owner-supplied expenses • Understand the differences between fixed and variable expenses • Delineate between fixed and variable expenses • Understand and calculate reserves for replacement allowance <p>Direct capitalization methods</p> <ul style="list-style-type: none"> • Identify and apply appropriate capitalization technique (i.e., GRM) • Understand and apply the appropriate components of an operating income statement <p>Derivation of capitalization rates</p> <ul style="list-style-type: none"> • Research market sales for capitalization rates (i.e., GRM) <p>Yield capitalization</p> <ul style="list-style-type: none"> • NOT MINIMAL COMPETENCE

	<p>Indicate value through direct capitalization</p> <ul style="list-style-type: none"> • Understand and apply capitalization technique (i.e., GRM) to market rents and contract rents • Apply capitalization technique (i.e., GRM) to the difference between market and contract rents <p>Indicate value through yield capitalization</p> <ul style="list-style-type: none"> • NOT MINIMAL COMPETENCE <p>Reconciliation to indicated value by the income approach</p> <ul style="list-style-type: none"> • Support exclusion of income approach • Explain rationale for inclusion and exclusion of adjustments to rents • Correlate and reconcile rental comparables to the subject property • Determine and explain weighting and emphasis of rental comparables • Document and provide justification for the inclusion and exclusion of market rentals for comparison
<p>Reconciliation of Value Indications</p> <p>USPAP</p>	<p>Reconciliation of value indications among developed approaches</p> <ul style="list-style-type: none"> • Analyze and summarize the quantity and quality of the results of approaches developed • Reconcile and weight the approaches developed to support the final value estimate • Support the exclusion of any approaches not developed <p>Definitions and preamble</p> <ul style="list-style-type: none"> • Understand the purpose of USPAP • Understand the definitions and preamble in USPAP <p>Ethics rule</p> <ul style="list-style-type: none"> • Identify and understand the expectations of the Ethics Rule (i.e., nondiscrimination, conduct, management, confidentiality) • Apply the principles of the Ethics Rule (i.e., nondiscrimination, conduct, management, confidentiality) <p>Record keeping rule</p> <ul style="list-style-type: none"> • Identify and understand the requirements of the Record Keeping Rule • Apply the requirements of the Record Keeping Rule <p>Competency rule</p> <ul style="list-style-type: none"> • Identify and understand the requirements of the Competency Rule • Apply the requirements of the Competency Rule <p>Scope of work rule</p> <ul style="list-style-type: none"> • Identify and understand the requirements of the Scope of Work Rule • Apply the requirements of the Scope of Work Rule <p>Jurisdictional exception rule</p> <ul style="list-style-type: none"> • Identify and understand the requirements of the Jurisdictional Exception Rule • Apply the requirements of the Jurisdictional Exception Rule <p>Standard 1 (development of assignment scope and value opinion)</p> <ul style="list-style-type: none"> • Identify, understand and apply the requirements of the USPAP Standard 1: <ul style="list-style-type: none"> ○ SR 1-1. General development requirements ○ SR 1-2. Problem Identification ○ SR 1-3. Market Analysis and Highest and Best Use ○ SR 1-4. Approaches to Value ○ SR 1-5. Subject Sales and Other Transfers, Sale Agreements, Options and Listings ○ SR 1-6. Reconciliation <p>Standard 2 (communication of results)</p> <ul style="list-style-type: none"> • Identify, understand and apply the requirements of the USPAP Standard 2: <ul style="list-style-type: none"> ○ SR 2-1. General reporting requirements ○ SR 2-2. Content of a real property appraisal report ○ SR 2-3. Certification ○ SR 2-4. Oral Appraisal Report

	<p>Standard 3 (appraisal review, development)</p> <ul style="list-style-type: none"> • Identify, understand and apply the requirements of the USPAP Standard 3: <ul style="list-style-type: none"> ○ SR 3-1. General development requirements ○ SR 3-2. Problem Identification ○ SR 3-3. Appraisal Review Methods <p>Standard 4 (appraisal review, reporting)</p> <ul style="list-style-type: none"> • Identify, understand and apply the requirements of the USPAP Standard 4: <ul style="list-style-type: none"> ○ SR 4-1. General reporting requirements ○ SR 4-2. Content of an appraisal review report ○ SR 4-3. Certification ○ SR 4-4. Oral Appraisal Review Report <p>USPAP Advisory Opinions and FAQs as guidance</p> <ul style="list-style-type: none"> • Understand the guidance from the AOs and FAQs <p>Extraordinary Assumption and its use</p> <ul style="list-style-type: none"> • Understand and apply Extraordinary Assumptions <p>Hypothetical Condition and its use</p> <ul style="list-style-type: none"> • Understand and apply Hypothetical Conditions <p>Valuation bias and fair housing laws and regulations</p> <ul style="list-style-type: none"> • Understand valuation bias and how to comply with applicable federal fair housing laws and regulations
Emerging Appraisal Methods	<p>Appropriate use of property and market information sources</p> <ul style="list-style-type: none"> • Understand when the use of online market information sources is appropriate <p>Appropriate use of technology and AI</p> <ul style="list-style-type: none"> • Understand the appropriate use of technology and AI during the appraisal process <p>Appropriate use of the hybrid and bifurcated appraisal method</p> <ul style="list-style-type: none"> • Understand the appropriate use of limited scope appraisals (e.g., hybrid, bifurcated) <p>Appropriate use of Automated Valuation Models</p> <ul style="list-style-type: none"> • Understand the appropriate use of Automated Valuation Models
Appraisal Statistical Methods	<p>Statistical Measures of Central Tendency</p> <ul style="list-style-type: none"> • Recognize and apply appropriate statistical measures of central tendency • Analyze data and apply findings from statistical measures of central tendency <p>Statistical Measures of Variation</p> <ul style="list-style-type: none"> • Recognize and apply appropriate statistical measures of variation • Analyze data and apply findings from statistical measures of variation <p>Inferential Statistical Techniques Used in Appraising</p> <ul style="list-style-type: none"> • Recognize and apply appropriate inferential statistical techniques • Analyze data and apply findings from inferential statistical techniques

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<p>Real Estate Market</p>	<p>Types of influences on real estate value</p> <ul style="list-style-type: none"> • Identify property interest and property rights appraised • Identifying ownership rights of properties • Identify external elements that impact value • Identify factors of value <p>Types of government power</p> <ul style="list-style-type: none"> • Investigate zoning and other regulatory influences <p>Types of value</p> <ul style="list-style-type: none"> • Identify different types of values <p>Identification of the differences between personal property and real property</p> <ul style="list-style-type: none"> • Identify property interest and property rights appraised • Identifying ownership rights of properties <p>Date of value premise</p> <ul style="list-style-type: none"> • Identify effective date of value <p>Market analysis</p> <ul style="list-style-type: none"> • Conduct research on appropriate demographics/data to subject property, including government influences • Investigate and analyze competitive supply and demand relevant to the assignment • Research and analyze supply of competitive properties • Evaluate economic impact of supply and demand on subject property • Identify supply and demand and market characteristics • Determine absorption periods, exposure times, and marketing times • Determine who are the buyers, sellers, and users in a market and their motivations • Identify surrounding influences of the subject property • Identify property conformity within the neighborhood/market area • Identify and determine neighborhood/market segmentation • Researching previous sales and listings (market activity) • Identify trends in market activity • Investigate zoning and other regulatory influences • Calculate existing inventories and absorption rates • Determine marketing time for subject property <p>Tests of highest and best use</p> <ul style="list-style-type: none"> • Performing four tests of highest and best use in the correct sequence (for both vacant and improved, when applicable) <p>Determination of highest and best use</p> <ul style="list-style-type: none"> • Determine HBU as vacant and HBU as improved • Summarize the highest and best use analysis
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<p>Property Description</p>	<p>Land or site description</p> <ul style="list-style-type: none"> • Research appropriate municipality and documents • Describe and analyze utility of property to intended user • Identify and reconcile disparate measurements • Collect and identify components and condition information of subject property • Calculate site area • Identify functional and external factors • <p>Improvement and building component description</p> <ul style="list-style-type: none"> • Research appropriate municipality and documents • Identify and analyze pertinent components of property • Examine blueprints and surveys to identify proposed/existing SF, size • Identify and reconcile disparate measurements • Collect and identify components and condition information of subject property • Calculate building area • Identify relevant physical, functional, and external factors • <p>Legal interest</p> <ul style="list-style-type: none"> • Identify and analyze restrictions on subject and comparable properties by reviewing applicable documents • Identify property and ownership rights <p>Rights to use</p> <ul style="list-style-type: none"> • Research appropriate government agency regulations • Identify and analyze restrictions on subject and comparable properties by reviewing applicable data sources • Identify property and ownership rights • Analyze influence of zoning on value •
<p>Land or Site Valuation</p>	<p>Land or site valuation methodology</p> <ul style="list-style-type: none"> • Identify and apply appropriate valuation method • Apply appropriate units of comparison <p>Influences on land or site valuation</p> <ul style="list-style-type: none"> • Analyze surplus and excess land • Understand assemblage and plottage
<p>Sales Comparison Approach</p>	<p>Identification and selection of properties suitable for comparison</p> <ul style="list-style-type: none"> • Gather, identify, analyze, and select appropriate comparable properties • Confirm and verify comparable properties • Identify and independently verify data sources <p>Units of comparison</p> <ul style="list-style-type: none"> • Identify and analyze appropriate units of comparison <p>Elements of comparison</p> <ul style="list-style-type: none"> • Identify and analyze appropriate elements of comparison •

	<p>Quantitative adjustments</p> <ul style="list-style-type: none"> • Extract, analyze, and apply supported adjustments • Develop paired data analysis or cost analysis to support adjustments • Correlate comparable sales to the subject property <p>Qualitative comparisons</p> <ul style="list-style-type: none"> • Correlate comparable properties to the subject property • Develop the relative comparison of the comparable properties • <p>Reconciliation to indicated value by the sales comparison approach</p> <ul style="list-style-type: none"> • Explain rationale for inclusion and exclusion of adjustments • Support quantitative and/or qualitative adjustments to comparable properties • Reconcile comparable sales to the subject property • Determine and explain weight/emphasis of each comparable in the indicated value • Explain rationale for the inclusion and exclusion of sales comparison approach • Develop a conclusion based on the quality and quantity of the data
<p>Cost Approach</p>	<p>Sources of cost information</p> <ul style="list-style-type: none"> • Identify acceptable sources of cost information <p>Cost components</p> <ul style="list-style-type: none"> • Understand indirect costs • Understand the direct costs • Identify differences of entrepreneurial incentives and entrepreneurial profit <p>Reproduction and replacement cost</p> <ul style="list-style-type: none"> • Select appropriate cost basis (reproduction or replacement) • Identify the differences between reproduction and replacement costs <p>Physical deterioration</p> <ul style="list-style-type: none"> • Identify types and sources of depreciation • Support estimates of physical deterioration • Determine if curable or incurable <p>Functional obsolescence</p> <ul style="list-style-type: none"> • Identify types and sources of depreciation • Support estimates of functional obsolescence • Determine if curable or incurable • <p>External obsolescence</p> <ul style="list-style-type: none"> • Identify types and sources of depreciation • Support estimates of external obsolescence • <p>Methods of estimating depreciation</p> <ul style="list-style-type: none"> • Identify and understand the components of different methods of depreciation • Select and apply appropriate method to determine depreciation • Apply cost data to improvements

	<p>Reconciliation to indicated value by the cost approach</p> <ul style="list-style-type: none"> • Identify and reconcile appropriate cost data • Support and explain rationale for the inclusion and exclusion of cost approach
Income Approach	<p>Steps of income generation</p> <ul style="list-style-type: none"> • Read, analyze, and understand lease terms • Research and apply applicable income data • Identify sources of income • Identify income-generating characteristics of properties <p>Lease / vacancy analysis</p> <ul style="list-style-type: none"> • Identify and verify appropriate comparable rental properties • Research and apply applicable income data • Conduct lease or rent analysis <p>Expenses</p> <ul style="list-style-type: none"> • Identify and analyze subject expenses <p>Capitalization methods</p> <ul style="list-style-type: none"> • Extract multipliers from market • Develop GRM <p>Reconciliation to indicated value by the income approach</p> <ul style="list-style-type: none"> • Reconcile appropriate comparable rental properties • Explain rationale for the inclusion or exclusion of income approach
Reconciliation of Value Indications	<p>Reconciliation of value indications among developed approaches</p> <ul style="list-style-type: none"> • Reconcile whether an approach is relevant and applicable • Reconcile the quality and quantity of the data for each approach • Reconcile the results methods and techniques used to arrive at the value conclusion
USPAP	<p>Definitions and preamble</p> <ul style="list-style-type: none"> • Identify the primary purpose of USPAP as stated in the PREAMBLE (USPAP PREAMBLE) • Recognize which services fall under the definition of appraisal practice (USPAP Definitions) • Distinguish between the terms appraisal, appraisal review, and valuation services (USPAP Definitions) • Determine whether a valuation service is provided by an individual acting as an appraiser (USPAP Definitions) <p>Ethics rule</p> <ul style="list-style-type: none"> • Recognize prohibited actions that compromise an appraiser’s impartiality (USPAP ETHICS RULE) • Determine when disclosure of current or prospective interest in the subject property is required (USPAP ETHICS RULE) • Distinguish between assignment results and confidential information (USPAP ETHICS RULE) • Understand how an appraiser must protect confidential information (USPAP ETHICS RULE)

	<ul style="list-style-type: none"> • Identify acceptable conditions for disclosing assignment results or confidential information (USPAP ETHICS RULE) <p>Record keeping rule</p> <ul style="list-style-type: none"> • Recognize the purpose of the workfile in supporting the appraiser’s opinions and conclusions (USPAP RECORD KEEPING RULE) • Understand when a workfile must be provided to a state enforcement agency or authorized parties (USPAP RECORD KEEPING RULE) • Identify when a workfile must be created and the required contents of a workfile to demonstrate compliance and with USPAP (USPAP RECORD KEEPING RULE) <p>Competency rule</p> <ul style="list-style-type: none"> • Recognize and understand whether the appraiser has the knowledge and experience necessary to accept an assignment (USPAP COMPETENCY RULE) • Identify and understand the steps an appraiser must take when lacking competency at the time of accepting an assignment (USPAP COMPETENCY RULE) • Understand how to disclose lack of competency and actions taken to gain competency in the report (USPAP COMPETENCY RULE) <p>Scope of work rule</p> <ul style="list-style-type: none"> • Recognize, identify, and communicate with client relative to assignment conditions (USPAP SOW) • Identify pertinent information from client description to determine the appropriate value definition (USPAP SOW) • Identify assignment elements that are necessary to determine scope of work (USPAP SCOPE OF WORK RULE) • Recognize whether scope of work is appropriate for intended use and sufficient to produce credible assignment results (USPAP SCOPE OF WORK RULE) • Recognize disclosure requirements of the scope of work in the report in a manner sufficient for intended users to understand (USPAP SCOPE OF WORK RULE) • Identify when limited research or analyses may not be sufficient for credible results (USPAP SCOPE OF WORK RULE) • Recognize how changes to assignment elements may affect the scope of work (USPAP SCOPE OF WORK RULE) <p>Jurisdictional exception rule</p> <ul style="list-style-type: none"> • Recognize, identify, and communicate when a law or regulation precludes compliance with a part of USPAP and triggers a jurisdictional exception (USPAP JURISDICTIONAL EXCEPTION RULE) <p>Standard 1 (development of assignment scope and value opinion)</p> <ul style="list-style-type: none"> • Analyze sales contract (Std 1) • Apply recognized methods and techniques to develop a credible real property appraisal (USPAP STANDARD 1) • Identify and communicate an appropriate scope of work for the intended use of the appraisal (USPAP STANDARD 1)
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	<ul style="list-style-type: none"> • Develop a highest and best use opinion when necessary for credible assignment results (USPAP STANDARD 1) • Reconcile the quality and quantity of data in reaching a final value conclusion (USPAP STANDARD 1) <p>Standard 2 (communication of results)</p> <ul style="list-style-type: none"> • Communicate scope of work necessary for credible assignment results (USPAP Std 2) • Communicate appraisal results in a manner that is clear, not misleading, and appropriate for the intended user (USPAP STANDARD 2) • Summarize information to enable the intended user to understand the scope of work and assignment results (USPAP STANDARD 2) <p>USPAP Advisory Opinions and FAQs as guidance</p> <ul style="list-style-type: none"> • Identify the entity responsible for developing Advisory Opinions and FAQs (Appraisal Standards Board) • Distinguish Advisory Opinions and FAQs from USPAP • Understand the purpose of Advisory Opinions and FAQs as guidance to illustrate how USPAP applies in specific situations <p>Extraordinary Assumption and its use</p> <ul style="list-style-type: none"> • Identify an extraordinary assumption and when its use is permitted under USPAP (USPAP DEFINITIONS + SCOPE OF WORK RULE) • Communicate the use of an extraordinary assumption clearly and conspicuously in the report, along with stating it may have affected assignment results (USPAP STANDARD 2 and STANDARD 4) <p>Hypothetical Condition and its use</p> <ul style="list-style-type: none"> • Identify a hypothetical condition and explain when its use is required for credible assignment results (USPAP DEFINITIONS + SCOPE OF WORK RULE) • Communicate the use of a hypothetical condition clearly and prominently in the report, including its impact on the assignment results (USPAP STANDARD 2 and STANDARD 4) <p>Valuation bias and fair housing laws and regulations</p> <ul style="list-style-type: none"> • Identify that the ETHICS RULE prohibits violating applicable antidiscrimination laws and regulations (USPAP ETHICS RULE) • Recognize that appraisers must comply with laws such as fair housing or fair lending when performing certain assignments (USPAP ETHICS RULE)
Appraisal Statistical Methods	<p>Statistical Measures of Central Tendency</p> <ul style="list-style-type: none"> • Collect, organize, and interpret data to identify trends and patterns • Examine the relationship between two or more variables • Calculate the statistics of central tendency <p>Statistical Measures of Variation</p> <ul style="list-style-type: none"> • Calculate the range • Analyze and describe trends based on measures of variation

- Understand the statistical measures of variation



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Originating & Underwriting

Appraiser Update

Periodic updates for residential appraisers serving Fannie Mae customers

Welcome to the first *Appraiser Update* of 2026. This edition delivers timely information to help you stay competitive and ready for what's next, including:

- Preparing for the fast-approaching Uniform Appraisal Dataset (UAD) 3.6 and Forms Redesign mandate on Nov. 2, 2026;
- Understanding Appraisal Quality Monitoring letters to appraisers related to time adjustments; and
- Embracing expanded eligibility for Manufactured Housing (MH) and Accessory Dwelling Units (ADUs) – available only for UAD 3.6 submissions.

We value your continued partnership and aim to deliver updates that support your success. Share your questions or topic ideas using the links below.

Collateral Policy Team
Fannie Mae

In this issue

UAD 3.6 articles

[Appraisal Software Selection](#)

[Treatment of Location and View](#)

[Market Conditions Analysis Letters](#)

[MH Policy Changes](#)

[ADU Policy Changes](#)

Related links

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UAD 3.6 Appraisal Software Selection

On Jan. 26, 2026, the UAD 3.6 broad production period began. Between now and the Nov. 2, 2026 mandate, residential appraisers can anticipate lenders will increasingly request reports in the UAD 3.6 format. This means appraisers need to evaluate software options to find the best fit for their businesses – check out our [Integrated Vendor List](#) for approved UAD 3.6 Appraisal Software Providers.

With multiple software packages available in the marketplace, appraisers may want to try more than one. After selecting software, it's important to study how it works to ease the adoption process, understand the new data standard requirements, and avoid pitfalls. As with anything new, it may take several repetitions to get comfortable with it, so allow time for learning.

Our [UAD webpage](#) includes many additional UAD 3.6 resources.

Key considerations for choosing a software solution:

- GSE-approval status
- Customer support model
- Learning curve and training (resolution of GSE compliance rules)
- Mobile capabilities
- Estimated time to complete a report
- Comparison of 2.6 tools with 3.6 tools (such as data imports, analytical plug-ins)
- LIDAR or photo-based floor plan generation
- Image recognition and artificial intelligence-based tools
- Roadmap for future enhancements
- Costs
- Device support
- Data storage options

Treatment of Location and View in UAD 3.6

UAD 2.6 requires appraisers to rate Location and View on a three-point scale—adverse (A), neutral (N), or beneficial (B)—and then describe the Location or View factors that drive the rating. Because of space constraints in the UAD 2.6 forms, appraisers are limited to two factors for each. The number of defined factors appraisers can choose from is also limited: only eight for View and 10 for Location. Further, they must be entered using cryptic abbreviations such as “LtdSight” or “Ind”. While *View* is reported in both the Site section and the *Sales Comparison grid*, Location is only reported in the *Sales Comparison grid*.

This framework limits an appraiser's ability to communicate clearly. How should the appraiser rate the location when it is affected by both adverse and beneficial influences? How should the appraiser convey when there are more than two meaningful factors? How is the reader expected to interpret the abbreviations? And how proximate is the location factor?

▶ **Example:** A pond or small lake could be onsite, bordering the site, or influencing the site from a distance. UAD 2.6 provides no standardized way to distinguish these very different situations, even though the impact on value may vary substantially.

UAD 3.6 Replaces Location with a Broader Concept: Site Influence

Site Influence groups both *View* and *Site Influence* within the *Site* section (along with other site characteristics such as Size, Parcels, Zoning, Use, Access, Features, Utilities, Defects, and Site Valuation). At 30 pages, the *Site* section is the second largest chapter in [Appendix F-1: URAR Reference Guide](#), trailing only the *Sales Comparison Approach* (67 pages). This underscores the importance of site characteristics in the valuation process—recall the old adage, “location, location, location.” Clear, concise, and accurate descriptions and analysis of site characteristics are essential to a credible appraisal report.

Rather than beginning with the *Location* or *View* rating and then applying factors, UAD 3.6 begins by asking the appraiser to select **all** *View* and **all** *Site Influence* types that apply. The lists of defined enumerations are expanded to 28 *View* and 20 *Site Influence* types, plus a catch-all *Other* option for characteristics not captured in the defined lists. All enumerations are spelled out in plain English—no more abbreviations.

For each *View* type selected:

the appraiser reports the **Range of View** (Full, Partial, Seasonal, or Other), the **Impact** (Adverse, Neutral, or Beneficial), and whether it is the **Primary** view for the property. For example, under UAD 2.6 a *View* might be reported as “B; Wtr” whereas in UAD 3.6 the same situation might be reported as: *View* = “Lake”, *Primary* = “Yes”, *Range of View* = “Full”, and *Impact* = “Beneficial”.

For each *Site Influence* type selected:

the appraiser also reports the **Proximity** (Onsite, Bordering, or Offsite) and the **Impact** (the familiar Adverse, Neutral, or Beneficial). Certain *Site Influences*, including Body of Water and Apparent Environmental Conditions, require additional detail.

► **Note:** Impact ratings for *View* and *Site Influence* are reported for the subject property only, not for comparables. The report also allows appraisers to provide additional explanations and exhibits related to *View* or *Site Influence*.

Where to Look for More Details

The operational definitions and examples that support these inputs—site influence types, required detail fields, proximity rules, impact ratings, view types, range definitions, and photo expectations—are found in **Appendix F-1: URAR Reference Guide, Section 04 Site** (notably **4.025–4.038** for Site Influences and **4.039–4.042** for *View*). These tables are concise and designed for quick reference during daily appraisal work.

Market Conditions Analysis Letters

In late 2024, we updated the Fannie Mae *Selling Guide* ([Section B4-1.3-09, Adjustments to Comparable Sales – Market Conditions Analysis and Time Adjustments](#)) to emphasize that we always expect appraisers to analyze whether there have been any changes in market conditions from the time a comparable goes under contract until the effective date of the appraisal, and to make time adjustments as indicated by the analysis. Failure to make time adjustments when they are clearly indicated is an unacceptable appraisal practice.

We accept a broad range of evidence in support of the appraiser’s time adjustment decisions including such things as paired sales, statistical analysis, modeling, and home price indices. The appraisal report must always contain a summary of the appraiser’s data sources, tools, and techniques used to determine the time adjustments. Recognizing that not all appraisers keep up with *Selling Guide* requirements, we published guidance about time adjustments in our [Q4 2025 Appraiser Update](#).

As we continue to see appraisal reports that do not meet our time adjustment requirements, we have begun to send educational letters to appraisers whose reports exhibit patterns of noncompliance.

Recurring Issues

- 1 The appraiser performs a market conditions analysis, but the date of a comparable sale falls outside the time span encompassed by the analysis.
- 2 The appraiser’s analysis suggests a particular adjustment rate, but the appraiser does not follow their own analysis and provides no evidence in support of the decision to disregard it.
- 3 The appraiser relies on the 1004MC form as the support for the time adjustment decisions – this is problematic not only because the fixed time frames of the 1004MC do not necessarily align with the date of sale of the comp, but also looking forward, the 1004MC does not exist in UAD 3.6.

► **Tip:** Remember to support the decision to not adjust (adjustment rate = zero) with the same rigor as the decision to adjust.

We hope that our educational letters will help appraisers who may not have tuned in to our *Selling Guide* updates or our newsletters. The best way to avoid receiving a letter is to always provide clear, fact-based commentary that explains the rationale behind the adjustment methodology.

MH Policy Changes

The MH market continues to evolve as homebuyers seek more affordable options and as HUD Code changes enable new design and engineering capabilities. To support these developments and fulfill our mission of providing reliable liquidity to the market, we've introduced several MH policy updates during 2025 and 2026.

Policy Changes

Change	Effective Date	Applicable UAD Version
Expand MH Advantage® (MHA) to single-width	09/03/2025	Both
Allow CHOICEHome® equivalency to MHA	09/03/2025	Both
Allow 2-4 Unit MH	03/31/2026	3.6
Allow multi-story MH	03/31/2026	3.6
New terms – section replaces width	03/31/2026	3.6
Align specifications for MHA and CHOICEHome®	06/04/2026	Both

Recent changes to our ADU policies also affect MH. For details, see the accompanying article [ADU Policy Changes](#) in this newsletter.

► **Note:** CHOICEHome is a registered trademark of the Federal National Home Mortgage Corporation. Trademarks are the property of their respective owners.

Appraiser Responsibilities

As our MH policies evolve, appraisers are still responsible for validating property characteristics and identifying appropriate MH Advantage or CHOICEHome comparable sales whenever possible.

Validation of Property Characteristics

Appraisers must continue to verify core manufactured housing requirements, including the presence of:

- The **data plate** for each dwelling unit
- **HUD certification label(s)** (HUD tag[s]) for each transportable section
- The **MH Advantage® sticker**, when applicable (it is typically found near the data plate)

Photos of each required item must be included in the appraisal report.

For 2–4 unit MH properties, **each dwelling unit will have its own data plate**, and a photo of each must be provided. Multi-unit and multi-story configurations may involve more transportable sections than traditional designs, so appraisers should confirm that **every section's HUD certification label is identified and photographed**.

For MHA (and CHOICEHome), the appraiser needs to confirm (and provide photos of) the required onsite improvements:

- Permanent Foundation
 - Meet HUD's Permanent Foundation Guide for Manufactured Housing
 - Engineered Foundation certified by a registered architect or professional engineer; and
 - Masonry or Poured Concrete Perimeter
- Elevation
 - Be a low-profile/residential set finished floor set
 - Not exceeding 30 inches from the bottom of the first-floor joist to the exterior grade for the front or entry
 - Have a covered porch (minimum 72 sq. ft.)
- For a single-section MH Advantage or CHOICEHome with a date of manufacture after June 4, 2026
 - An attached garage or carport with space to accommodate at least one car
 - Garage exterior materials and finishes equivalent to the home
- Driveway
 - Must lead to the home (or to the garage/carport if present)
 - Material must be blacktop, pavers, bricks, concrete, or cement
- Sidewalk
 - Must connect either the driveway or an attached garage/carport to the front entrance of the home
 - Material must be blacktop, pavers, flagstone, bricks, concrete, or cement
- Gutters and Downspouts
 - Verify that the property includes a gutter and downspout system to direct water away from the foundation and structure

Certain requirements are relaxed for MHA on infill lots. The appraiser's other MH responsibilities (such as verification that the towing hitch, wheels, and axles have been removed and that the home is attached to a permanent foundation) have not changed, but this article does not contain a comprehensive list. Appraisers should consult [Selling Guide B2-3-02: Special Property Eligibility and Underwriting Considerations: Factory-Built Housing](#), for more details.

When appraising MH Advantage properties, appraisers must use other MH Advantage or CHOICEHome sales as comparable sales whenever possible. If fewer than three such sales are available, appraisers must supplement with the best and most appropriate comparable sales available, considering the superior features of MHA when selecting or adjusting typical MH comparables.

As multi-story and multi-unit MH designs enter the market, comparable sales may be limited. In these situations, appraisers may need to use a mix of property types—balancing characteristics such as number of units, construction method, and number of stories. For example, adjustment rates for site-built versus manufactured construction may be derived from single-unit sales and applied thoughtfully to multi-unit analyses. In all cases, clear, concise explanations should accompany the valuation to help readers understand the appraiser’s methodology and conclusions.

New Glossary Definitions

Infill lot
 Vacant or underutilized land located within a developed urban or suburban area, typically surrounded by existing buildings and infrastructure. It specifically excludes any lot located in a newly created or recently platted subdivision.

Single-section Manufactured Home (UAD 3.6 Supplement only)
 A manufactured home built as a single section in the factory and transported intact to the site. The home is permanently affixed to the land, legally classified as real property, and may include multi-story designs (provided the structure on which the manufactured home is placed is not another manufactured home).

Multi-section Manufactured Home (UAD 3.6 Supplement only)
 A manufactured home built in a factory as two or more sections, transported separately to the site, and assembled to create a single structure containing one dwelling or multiple living units. The home is permanently affixed to the land, legally classified as real property, and may include multi-story structures as permitted by HUD Code.

► **Note:** Effective Mar. 31, 2026, the term “width” replaces “section” when referring to single-section and multi-section manufactured homes. This change applies to UAD 3.6 appraisals and is referenced in the [Fannie Mae Selling Guide Supplement: UAD 3.6 Policy](#).

Resources

- [Fannie Mae’s Appraising Manufactured Homes](#) web page
- Fannie Mae [Selling Guide](#)
 - B2-3-02, Special Property Eligibility and Underwriting Considerations: Factory Built Housing
 - B4-1.4-01, Factory-Built Housing: Manufactured Housing
- Fannie Mae [Selling Guide Supplement](#): Uniform Appraisal Dataset (UAD) 3.6 Policy
- [Selling Guide Announcement \(SEL-2025-07\)](#)
- [Selling Guide Announcement \(SEL-2025-10\)](#)
- [Selling Guide Announcement \(SEL-2026-01\)](#)
- [24 CFR Part 3280](#)

Accessory Dwelling Unit Policy Changes

In Dec. 2025 we [announced expanded eligibility allowances](#) for properties with Accessory Dwelling Units (ADUs), effective Mar. 31, 2026, but **only for loans with UAD 3.6 appraisals**.

Changes	Description
Multiple ADUs on single-unit properties	Allows one-unit properties to include up to three ADUs
Multi-unit properties	Allows two- and three-unit properties to include ADUs, provided the total number of dwelling units plus ADUs does not exceed four
Multiple ADUs for MH Advantage®	Allows MH Advantage as the primary dwelling unit to include ADUs, provided the total number of dwelling units plus ADUs (all classified as real property) does not exceed four
One ADU for standard manufactured housing	Extends eligibility to single-unit manufactured homes as the primary dwelling unit with a single ADU classified as real property

Earlier, we also amended our rental income policy to allow income from an ADU to be considered toward qualifying income, provided all the following requirements are met:

- The property must be a one-unit, principal residence and is limited to purchase and limited cash-out refinance transactions.
- Rental income may be derived from only one ADU, even if multiple ADUs exist.
- The amount of ADU rental income used for qualifying may not exceed 30% of the borrower's total qualifying income.

How this impacts appraisers

When requested by the client, the appraiser should determine and report an estimate of market rent for the ADU. This should be based on true ADU rentals when available. When ADU rental comparables are scarce, appropriate substitute rentals may be used, with careful consideration of differences between whole-property rents and rents of individual-units from multi-unit properties, the latter commonly being more representative of ADU functional utility and market appeal.

Reporting requirements differ depending on whether the appraisal is reported under UAD 2.6 or UAD 3.6:

UAD 2.6

The appraiser must report the ADU's market rent on the Single-Family Comparable Rent Schedule (Form 1007), which accompanies form 1004. The form must clearly indicate that the reported "Monthly Market Rent" applies only to the ADU.

UAD 3.6

Form 1007 is not used*. Instead, the market rent must be developed and reported within the Rental Information section and Rental Comparison Grid of the UAD 3.6 version of the URAR.

All other *Selling Guide* requirements for rental-income documentation continue to apply.

**We allow an exception in rare cases when the need to estimate the market rent arises after completion of the appraisal and the original appraiser is unavailable to amend the appraisal report; in such a case, a different appraiser may document the market rent estimate on the 1007 form. Form 1007 is not a standalone appraisal report, and the alternate appraiser completing it must take the necessary steps to be compliant with Uniform Standards of Professional Appraisal Practice (USPAP).*

For more info

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- [Customer Service](#)
- [Guide Forms](#)
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- [News & Events](#)
- [Report mortgage fraud](#)

Other Sites

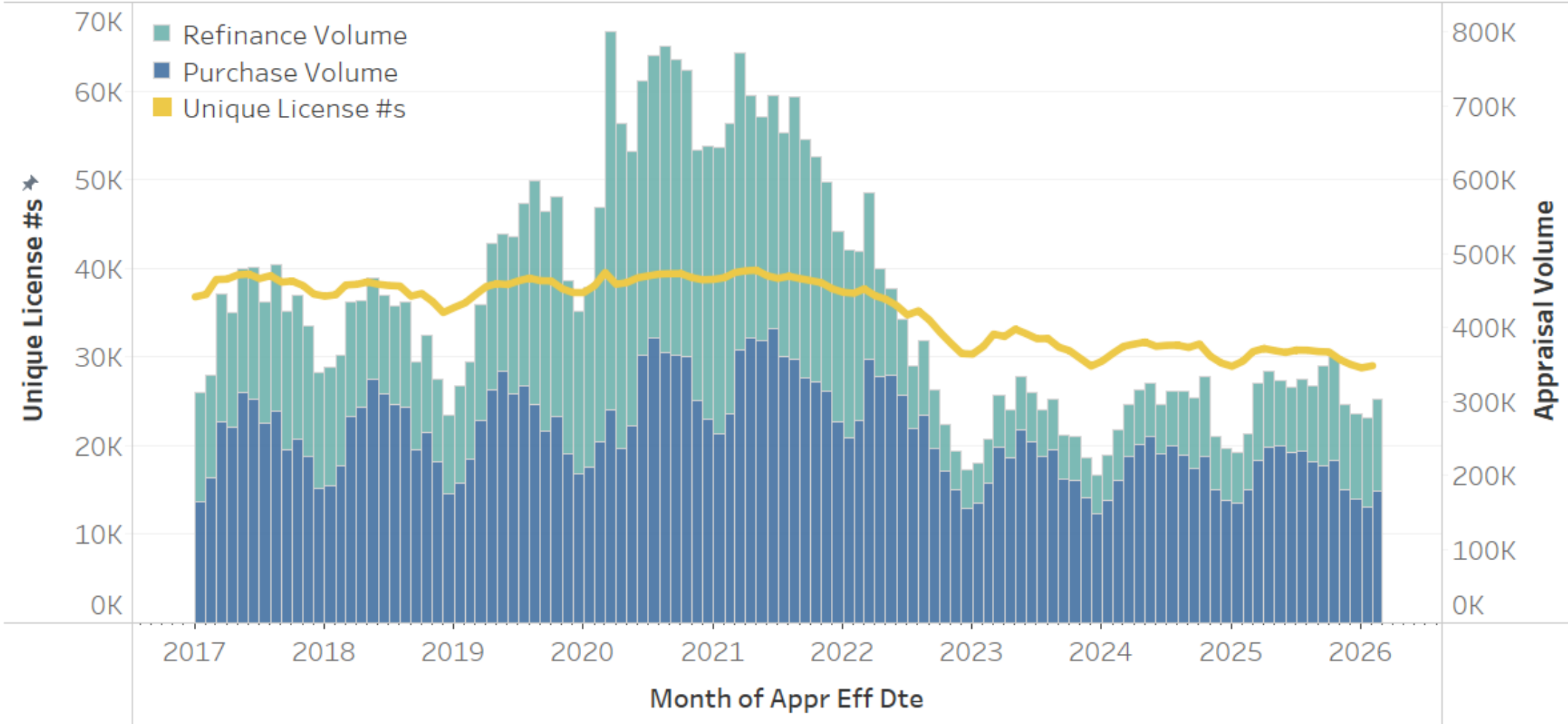
- [Fannie Mae's Consumer Website](#)
- [Duty to Serve](#)
- [HomePath](#)

Appraiser Capacity

Updated March 2026



UCDP Appraisal Volume

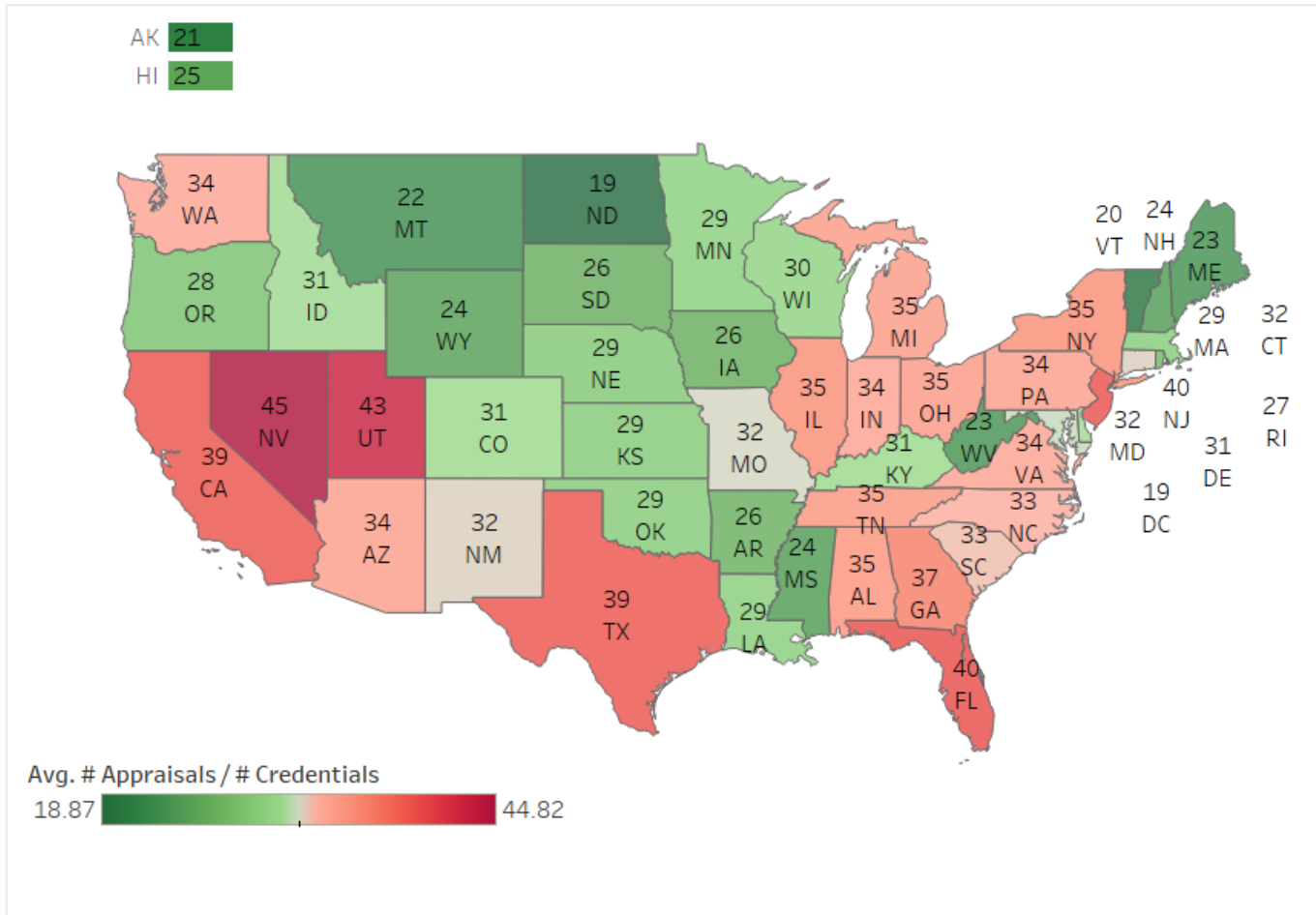


Unique appraiser license numbers in UCDP, per month. Volume includes all form types (not limited to 1004/70). January 2017 to February 2026.

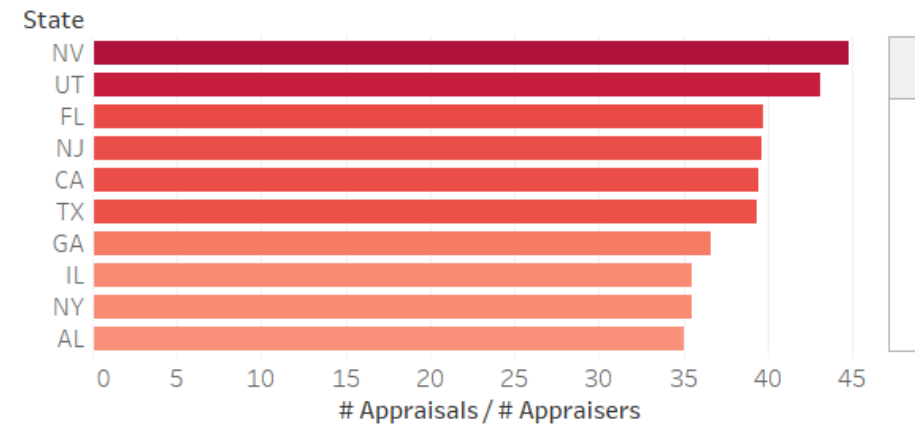
GSE Appraisals per Appraiser – State View



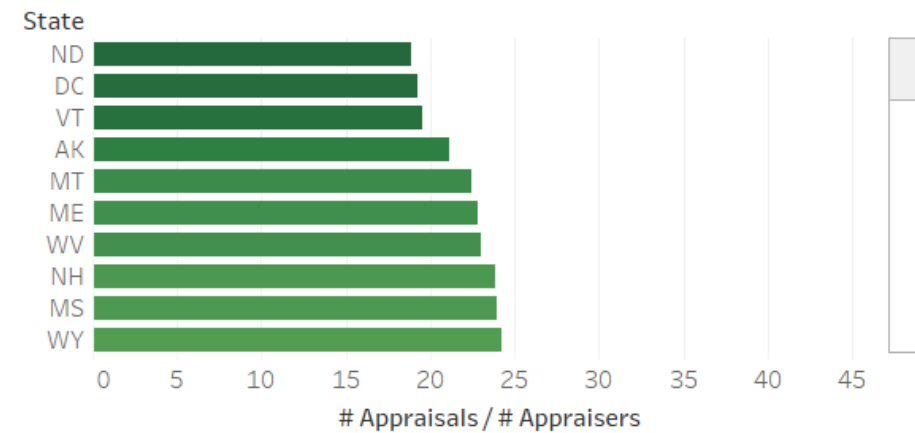
2026 Avg. GSE Appraisals per Appraiser (2026 YTD as of 2/28/2026)



Appraisals per Appraiser (Top 10 HIGHEST)



Appraisals per Appraiser (Top 10 LOWEST)



Based on unique appraiser license #s in UCDP. Appraisal and license volume for all form types (not limited to 1004/70).