



TITLE: Property Manager

REPORTS TO: Director of Operations

SALARY RANGE: \$25 - \$36/hour (hourly rate includes housing or housing equivalent compensation)  
(Starting Range) \$52,000 - \$74,880/annual + On-Call Compensation  
See "Salary & Benefits" for more details

SHIFT/SCHEDULE: Full-time, 40 hours/week  
Daily shift hours to be negotiated  
On-Call rotation required, with compensation, for after hours and weekends  
approximately every sixth week depending on staffing level

#### JOB SUMMARY

Pierce County Housing Authority (PCHA) mission is to provide safe, decent, affordable housing and economic opportunity, free from discrimination. PCHA work includes, but is not limited to, our Supportive Housing Programs division which administers HUD Housing Choice Vouchers, Project Based Vouchers, and managing Low Income Public Housing and USDA Rural Housing; and our Affordable Housing division which manages eight apartment communities of 670 dwellings.

Property Managers will work to effectively and equitably manage one or more of PCHA's affordable housing apartment communities, which range in size from 20 resident households to 248 resident households; and will ensure quality and well-maintained housing in our community to minimize unit turnover and attract qualified residents and cooperative neighbors. Property management staff are responsible for the day-to-day operations of assigned apartment communities including interfacing with community, applicants, residents, and neighbors; marketing; customer service, application processing, leasing, lease enforcement, community engagement, maintenance coordination, management of unit turns, vendor relationships and contract monitoring, apartment inspections, weekly and monthly reporting, adherence to budgets, compliance with local, state, and federal landlord-tenant, fair housing, and building code laws and regulations, collaboration with all PCHA divisions, and teamwork within Affordable Housing division.

This position is part of a Collective Bargaining Agreement with OPEIU Local 8.

#### Essential Functions

- Leads the business activities of the assigned properties from coordinating a team of property and maintenance staff to ensuring effective business operations at apartment communities to marketing to leasing to lease enforcement and compliance with housing laws to coordination with maintenance to resident engagement to property budget and costs
- Coordinates and implements, in conjunction with Senior Property Manager and/or Director of Operations, policies and practices to optimize business outcomes and ensure equitable fair housing opportunities.
- Ensures budget and financial expectations for assigned properties are being met; and is responsible for reviewing/approving invoices; and coordinates with PCHA Finance Division for accounts payable and residential accounts.

- Keeps Senior Property Manager, Director of Operations, and Director of Maintenance informed of emerging issues and needs on assigned properties.
- Interfaces daily – on phone, in person, and virtual – with residents, applicants, community, neighbors, and vendors.
- Assures resident satisfactions by providing a high level of customer services; cultivates and maintains partnerships with other Authority departments and local government agencies; promptly addresses resident complaints within guidelines and local regulations.
- Promotes and markets housing opportunities and conducts outreach to fill units, responds to questions and explains housing options.
- Serves residents with legal paperwork, including notices related to lease compliance, notice of entry, lease renewals, and lease terminations.
- Provides administrative support including, but not limited to, the scanning and indexing of resident paperwork in a timely manner consistent with policy and procedures using property management software.
- Prepares work orders for maintenance staff and follows up for successful completion.
- Performs physical inspections of grounds and inspection of units to ensure PCHA standards; determines and reports maintenance needs and follows up to successful completion.
- Prepares correspondence and data to support property operations.
- Engages in community engagement working which may including creating newsletters, and coordinating community engagement activities.
- Works the rotating, scheduled On-Call week-long shift fielding all emergency calls for the portfolio of properties and then coordinating maintenance with PCHA On-Call maintenance specialists and/or contracted vendors.
- Ensures work is in compliance with applicable housing laws and regulations.
- Maintains confidentiality of information and records related to applicants, residents, and staff.

#### Required Knowledge, Skills, And Abilities

- Demonstrated ability to prepare and maintain records (manual and electronic) and reports with a high level of accuracy and attention to detail; ability to perform mathematical calculations.
- Strong organizational skills including prioritizing, ensuring accuracy, multi-tasking, and handling interruptions appropriately; ensures assignments are completed in a timely and effective manner.
- Communicates effectively and collaboratively with individuals, and internal and external organizations; applies effective written and oral communication techniques to convey clear and timely messages.
- Ability to work independently and as a team member to develop effective working relationships; works cooperatively, exchanges ideas, and addresses issues in a constructive, collaborative manner.
- Adapts to changing business needs, conditions, and work responsibilities; responds to change with a positive attitude and a willingness to learn new ways to accomplish work activities and objectives.
- Analyzes problems, identifies solutions, and articulates possibilities and recommendations; demonstrates critical, creative, and reflective thinking.
- Utilizes excellent time management and problem-solving techniques, and use of professional judgment in complex situations; demonstrates strong project management skills.
- Proficiency using MS Office applications including Word, Excel, Outlook, as well as the internet and social media.
- Ability to work effectively and positively with individuals of diverse racial, cultural, gender-identities, physical and mental abilities, limited-English, and socioeconomic backgrounds.
- Ability to maintain proprietary information in a confidential and professional manner.

- Proven ability to understand and execute oral and written instructions and policies.
- Demonstrated stable attendance, and ability to work scheduled on-call, compensated, shifts to ensure staff coverage for property emergencies 24/7 every day of the year.

#### Desired Knowledge, Skills, And Abilities

- Applicable laws and regulations including but not limited to Washington State Residential Landlord-Tenant Act and local, state, and federal fair housing laws and regulations.
- Yardi software experience
- Proficient in languages used by community including, but not limited to, Spanish, Korean, Vietnamese, Cambodian, Russian, Tagalog, and/or Ukrainian.
- Working knowledge of complex affordable housing programs including HUD rental assistance, Low Income Tax Credit, HOME and/or other applicable regulated housing programs and PCHA policies and procedures.
- Demonstrated commitment to racial, gender, and economic equity.
- Relevant work experience in fair housing, affordable housing, property management, or other general management.

#### Required Qualifications

- An equivalent combination of experience and education that provides the necessary knowledge, skills, and abilities to perform the essential functions of this position.

#### Desired Qualifications

- College degree with major course work in Liberal Arts, Real Estate, Public Administration, Business, Social Work, Human Services, Education, or related field. Directly relevant experience will be considered in lieu of required degree.
- Two or more years of experience in property management leadership; to include experience with Housing and Urban Development (HUD) programs.
- Two or more years of experience with the laws and regulations governing public agency real estate management, to include Low Income Housing Tax Credit (LIHTC) and Project Based Voucher programs.

#### Additional Requirements

- Consent to and pass criminal record background check in accordance with position requirements, including but not limited to HUD guidelines.
- Must possess ability to independently and efficiently travel to PCHA sites as required.
  - If driver's license and own vehicle, must have an acceptable driving record at time of appointment and throughout employment, and proof of insurance.

#### Salary & Benefits

The salary range of this position currently is \$52,000 - \$74,880 annually (\$25 to \$36/hour) PLUS On-Call compensation. Effective 7/1/2023, On-Call compensation is \$200/week for primary staff and \$100/week for secondary/back-up staff in addition to actual hours worked. Benefits include 12 paid holidays when PCHA offices are closed, and 2 floating holidays annually after probation. Annual retention bonus and annual general cost of living increases on anniversary date (July 2023 through June 2026). A comprehensive health care benefits package for employee and dependents, where PCHA will pay all premium for employee and full family on a specific designated plan, which includes medical, dental and vision insurance, life and long-term disability insurance plans. Generous vacation and sick leave accruals. Retirement plan with State of Washington public employee plan. Mileage reimbursement.

#### Physical Work Environment

Employees must be able to meet the physical requirements of the classification and have mobility, balance, coordination, vision, hearing and dexterity levels appropriate to the functions performed. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Work is performed in an office environment and outdoors in all weather conditions. The incumbent frequently uses standard office equipment including personal computers, telephones, and related equipment.

#### Equal Opportunity

Pierce County Housing Authority is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or veteran status, or any other protected classes in local, state, or federal employment laws.

#### Application Requirements and Process

- Submit both a cover letter and a resume
- Cover letter needs to address how your experience and education and/or training qualifies you to perform the essential functions listed in the job announcement.
- Resume that details all educational and experience that qualifies you for this position.
- **SUBMIT.** Email cover letter and email as attachments to [HumanResources@pchawa.org](mailto:HumanResources@pchawa.org) with SUBJECT Line of "Property Manager – Your Last Name, Your First Name"  
OR mail to:  
Christina McLeod  
Director of Operations  
603 Polk Street South  
Tacoma, WA 9844
- Questions may be addressed to:  
Christina McLeod, Director of Operations  
[HumanResources@pchawa.org](mailto:HumanResources@pchawa.org)  
253.620.5427
- **DUE DATE:** Priority review of received application packets is September 26, 2023 - open until filled.