

Seattle Housing Authority

A PLACE TO WORK, A PLACE TO GROW

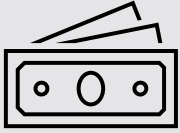
Total Rewards Highlights



Employee Total Rewards

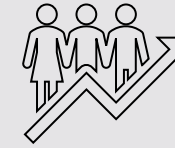
SHA has a workforce that is engaged and deeply committed to the agency's mission and values and whose work is award-winning locally, regionally, and nationally.

We understand that attracting and retaining talent directly impacts our ability to drive results. Direct compensation is a portion of our total rewards program, which includes benefits and resources to help our employees connect with their personal values, interests and goals, and foster a positive employee experience.



Compensation

- Performance-based incentive pay and additional leave
- Merit-based and annual leave cash-out option
- Premium pay for out-of-class assignments and special projects
- Employee recognition for milestone anniversaries
- *Employee Referral Program with cash incentive
- Premium pay for interpreter services through SHA's volunteer interpreter program
- Subsidized commuting benefits



Learning & Career Development

- SHA is committed to a culture of learning and employee development, and provides continuous opportunities for on-the-job professional development, including temporary acting assignments for experience and skill development
- Promotional opportunities (17% of staff were promoted in 2022)
- Robust training program with in-person and self-paced learning opportunities focused on developing and supporting leadership and supervisory skills, technical skills, race and social justice competencies, and more
- *Tuition support
- SHA qualifies as a Public Loan Forgiveness Employer

for eligible staff

*Note: Benefit eligibility is determined by position. Some benefits mentioned throughout this summary may only apply to individuals in eligible positions. *The Employee Referral and Tuition Reimbursement programs are pilot programs that are subject to availability of funds.*



Life/Work Balance

- Generous paid time-off with no waiting period:
 - Accrue up to 2 1/2 weeks of vacation the first year of employment with increasing accruals based on years of service.
 - Paid sick leave
 - Up to three paid discretionary personal holidays each year
 - 10 paid holidays
 - Employee mental wellness is a priority. We offer an Employee Assistance Program that covers a wide range of professional support for a variety of needs, at no cost to the employee or their dependent children
- Alternative work arrangements including flexible schedules and partial remote work for positions that can be performed virtually
 - Daily agencywide Meeting Free Time to ensure periods of respite while at work
 - Family Medical Leave and WA State Paid Family Leave
 - Bereavement, Military, Jury Duty/Trial Witness, and Domestic Violence leave
 - Leave Share program to assist employees through qualified extended absences
 - Sabbatical leave for tenured staff

Health and well-being

- Excellent low-cost medical, dental, and vision insurance options to meet the health and wellness needs of employees and their families. Fertility support is offered with certain plans
- *Free \$5K life insurance
- Discretionary benefits options, including additional life insurance, accidental death & dismemberment, long-term disability, and long-term care
- Flexible Saving Account to save money on certain health and dependent care expenses by paying those costs with pre-tax dollars
- EAP Wellness webinars
- Award winning safety program

Values-driven community

- SHA is committed to ensuring its workforce and the community feel seen, valued, heard, and appreciated.
- Organized volunteer opportunities and annual drives
- Commitment to sustainability through our commute reduction program, offering transportation subsidy, ORCA pass and alternative work schedules
- Priority placed on employee feedback to help enhance the workplace experience

Please visit [Work at SHA | Seattle Housing Authority](#) for more information about employment opportunities and employee benefits.

