

Commissioner Roll Call was given at 4:32 p.m. The Briefing was held via teleconference, with an in-person option at the SHA Central office. Commissioner Houston was absent from the Briefing.

Resolution No. 5310: 2026-2027 Trades Labor Contract

Executive Director Rod Brandon introduced Human Resources (HR) Director Evelyn Correa and Labor Relations Manager Chip Weatherbee. He noted this is the third collective bargaining agreement brought before the board and follows the Teamsters and OPEIU agreements. Ms. Correa noted that this is a collective bargaining agreement between Seattle Housing Authority (SHA) and the Seattle/King County Building and Construction Trades Council. She added that SHA management priorities include financially sustainable outcomes that are aligned with the outcomes of employee retention, compensation, and recognition.

For 2026, the agreement that both parties came to was a 3% base wage adjustment that is retroactive to the beginning of this year. Given the uncertainty around federal funding, risk was shared in a tiered system. Ms. Correa invited Mr. Weatherbee to continue the presentation. Mr. Weatherbee explained that for 2027, if SHA receives an increase in funding from the federal government of 6% or greater, then union members will receive an across-the-board increase based on the CPI-W with a floor of 2.5% and a ceiling of 5%. This means whatever the CPI-W is, if it falls within that range, that will be the amount employees get. If it's less than the range, employees will get 2.5%; if it's more, they will get 5%.

If the federal funding increase is up to 6%, then the pay increase based on the CPI-W will range from 1.75-2.5%. If there is a *decrease* in funding up to 6%, there will be a lump sum of 4% in lieu of a wage increase, and if SHA receives a decrease in funding that exceeds 6%, then there will be a wage reopener to bargain over wages.

Mr. Weatherbee continued, stating that currently, the trades employees are the only group who do not have performance-based incentives in their wage or leave structure. This year, SHA introduced to them a merit leave-based program based on performance evaluation scores. Trades employees can now obtain eight, 24, or 40 hours of merit leave based on their evaluation scores. There is an increased footwear reimbursement of up to \$350/year, and an increased tool reimbursement for vehicle mechanics of up to \$1800/year. He noted that the mechanics' reimbursement had not seen any increases for 13 years. Commissioner Howard asked what CPI-W stands for, Mr. Weatherbee and Chief Financial Officer Jared Cummer replied that it is "Consumer Price Index-Wages." Mr. Cummer added that every year, the CPI does one calculation fixed around wage growth, and that is the CPI-W. Commissioner Howard asked if the wage increase "across-the-board" includes all SHA employees, or only for those covered by the union contracts. Mr. Weatherbee replied that the 3% increase for 2026 is across all three union contracts this year and also applied to all SHA employees as well.

Upon a request from Mr. Brandon, Mr. Weatherbee described all those who were involved in coming to all three agreements with unions this year. Commissioner Howard

asked if SHA received any pushback from unions regarding the tiered structure of pay increases that shares some of the risk the agency is facing from the federal government. She mentioned the escalated cost of living, price of gas, and other things. Mr. Weatherbee and Ms. Correa answered that yes, there was pushback. That pushback is why the contracts are only for two years rather than the typical three. Mr. Brandon noted that he agreed with the two-year approach taken. Ms. Correa added that OPEIU did actually agree with a three-year contract, so that it is one of three unions that agreed to that which provides the agency with a little more flexibility.

Commissioners Clark and Purcell offered their thanks and congratulations to the team for reaching these agreements.

Strategic Plan: Implementation Progress Report

Mr. Brandon introduced this topic and Deputy Executive Director Jvania Polenska, explaining that Ms. Polenska has largely taken on these efforts. Ms. Polenska provided the Board with a list of what she hopes they gain from her presentation and also provided some historical context for the strategic plan going back to the inflection point of COVID and racial activism in 2020 and 2021. She revisited the foundational principles underpinning the strategic priorities of the organization—Communications, Housing Quality, Staff Development, and Supportive Services. Lastly, Ms. Polenska described some of the things that impacted the speed of strategic plan implementation in 2025. These included the addition of four new members to agency leadership, new federal administration directives that required the agency to pause and reflect on its approach, funding instability, and frustration and confusion experienced by staff and residents as a result of all these internal and external events.

Despite the challenges, departments across the agency did make progress in implementation. The IT department created a dashboard about its activities and the health of IT; the Housing Choice Vouchers department acted on being in communities and continued to go beyond simply giving out vouchers; the Legal department delivered trainings to support staff on immigration and records retention, which helps them support residents; and the HR department did team cohesion work to strengthen internal capacity and support the agency and department needs. Housing Operations improved information exchange between supervisors and department staff, as well as incorporated “Mission Moments” to keep residents centered in their work; Policy and Intergovernmental Relations ran resident town halls to promote information sharing, and went on a listening tour to learn and re-imagine the departments from the top-down; Asset Management and Development held monthly department meetings to look at the strategic plan and are doing intentional relationship building to support the merging of their two departments; lastly, Finance and Administration implemented site tours that connect their department staff to their work. Ms. Polenska expounded on specific activities or events that each department is working on.

Commissioner Clark commented that many people at SHA spent a lot of time and effort in creating the strategic plan, and that she and others have wondered how SHA will operationalize or realize some of the goals described in it. The examples that Ms.

Polenska has provided are very helpful in giving some understanding of how some of the plan's goals can actually be worked on and met.

Commissioner Howard stated that she looks forward to seeing metrics and measuring that determine how the strategic plan is changing things. Additionally, she asked for an example of "Mission Moments" from Housing Operations. Housing Operations Director Dave Wellings replied that these are when the department gathers, and staff are asked to offer at random small anecdotes that remind them of what is most important in their work. Mr. Brandon asked Mr. Wellings to share a one-minute video of staff doing this activity at another Board gathering.

Commissioner Purcell asked about one of the parts of the strategic plan which was to serve more people. He asked how Development staff and Operations staff work together on this goal. He also asked how Development staff work with external partners, such as nonprofits who utilize SHA's housing vouchers in their programs. Lastly, the commissioner asked about the agency's role in larger advocacy at the city, state, and federal level for further real estate development that will help the agency serve more people. Ms. Polenska replied that the Housing Choice Voucher department's staff build bridges both with residents and with nonprofit partners to understand their needs. Additionally, the Asset Management & Development department monitor housing quality and think about the real estate roadmap and how we also maintain the housing we currently have in addition to serving more people. She stated that Mr. Brandon is engaged with the Seattle mayor's cabinet, talking about holistic solutions. The Intergovernmental Relations department also does work at the city, state, and federal level.

Mr. Brandon added that the board retreat can include some of the questions he has raised here. He stated that the Board will continue to be provided with progress updates on the strategic plan's implementation as time goes on.

State Legislative Updates

Upon an invitation from Commissioner Clark, Mr. Brandon introduced Intergovernmental Relations (IGR) Director Lisa Wolters and IGR Coordinator Demi Reeves, noting that there was a short session at the state level in 2026 and Ms. Wolters will lead the Board through the highlights of it. Ms. Wolters provided the Board with a review of how bills are introduced and passed. Ms. Reeves provided specifics about what was considered in the 2026 legislative session—3,531 bills considered, 267 bills passed, and 267 bills signed by the governor. She noted there was a fairly dire budget outlook for the state, therefore legislators were not going to be able to pass anything with a large price tag. Mainly what passed were a couple of new revenue proposals and several technical changes.

The IGR department monitors closely 35 bills this session, and 13 of those made it through the legislature. Included in those SHA tracked were the Immigrant Workers Protection Act (HB 2105), the Operating Maintenance and Services (OMS) Funding Flexibility bill (SB 6027), and the Millionaire's Tax (SB 6346).

HB 2105 passed and will require an employer to notify its workers within five business days of receiving a federal notice of inspection of I-9 forms. These forms are used to verify employee identity and employment eligibility. The IGR department continues to work with HR and other teams at the agency to ensure compliance with this new law.

SB 6027 passed and was introduced by the Permanent Supportive Housing Coalition to create flexibility for affordable housing fund sources to be used for the rehabilitation of existing affordable housing, as well as for their operations and maintenance. SHA does not utilize these funding sources, but kept track of this legislation to be in solidarity with nonprofit partners and ensure that the affordable housing continuum received the support it needs.

SB 6346 passed and imposes a 9.9% tax on an individual's receipt of income exceeding \$1M beginning in calendar year 2028. Those revenues may be used to fund public defense services, expand eligibility for the Working Families Tax Credit, fund universal breakfast and school lunch, and additional activities. While this will not directly impact SHA, the revenues if used in this manner will significantly benefit SHA tenants and school-aged children.

Regarding overall budget, the state allocated an additional \$123M for the Housing Trust Fund, which will help create new affordable housing in the state and also includes some funding for urgent repairs. \$67.7M was also allocated to human services in the state such as veterans' facilities, rehabilitation facilities, and more. The state also increased spending in their operating budget by \$80.2B largely to cover federal cuts to Medicaid and SNAP (Supplemental Nutrition Assistance Program). Commissioner Howard asked if the increase spending on Medicaid and SNAP entirely covers the gap left by federal cuts. Ms. Moore replied that it does not seem to cover the gap fully. Roughly 30,000 immigrants and refugees were due to fall of the SNAP rolls due to federal changes, but the state was able to keep them on the rolls. On the other end of things, gaps will likely remain when it comes to Medicaid and long-term care, but the IGR department anticipates hearing more from the healthcare authority on this matter. Commissioner Howard commented that she believes this is the kind of information residents should be informed of. She hopes that the agency will communicate it out. Mr. Brandon signaled his agreement.

Board Retreat Discussion

Mr. Brandon stated that he wants to hear from the Board about some of the subjects they would like to discuss during the first retreat in two years. For example, ideas on what SHA does or can do in the affordable housing landscape of this region. We can talk about social housing in Seattle, King County Housing Authority, external partners, etc. At the retreat, this discussion will also be had in the context of the Real Estate Roadmap. The plan is to also discuss what the current mayor's administration is doing with regard to housing and how that relates to SHA. Another topic is aging-in-place of SHA residents and what SHA's role may be in that. It is worth noting that none of this is

possible without talking about SHA's capacity as an organization and of its employees to do the work.

At this point, Mr. Brandon opened the floor to hear from commissioners their thoughts on his proposed topics. Commissioner Purcell commented that he will be away for much of July, and Mr. Brandon requested that he communicate those dates as soon as possible. Commissioner Howard asked that commissioners receive a list of topics well ahead of the retreat so they can potentially make changes. She also requested to have the retreat someplace where there is good food. Commissioner Clark agreed with the request for good food. Mr. Brandon agreed about the food, and regarding the former request for a written list of topics and time to comment, stated that the topics can be sent out sometime in May. Comments provided by commissioners will be considered and accommodated where possible, but in order to keep the retreat focused and useful, it is not guaranteed that all comments will lead to changes.

Commissioner Ryan asked for relevant materials a bit in advance of the retreat to allow for more thoughtful discussion on the day of. Mr. Brandon signaled his understanding. Commissioner Clark echoed that request, adding that even being prepped a little bit ahead of the retreat would help make it a useful event. Upon a request from Mr. Brandon, Policy Director Anne Keeney confirmed that he has brought up all the topics she had included in the planning process of the retreat. She asked if there are any questions or areas that commissioners want to focus on at the retreat, they communicate that in the month of April. Asset Management Director Bobby Coleman asked the Board to be clear about what kind of specific questions they may have about the Real Estate Roadmap, too.

Mr. Brandon stated that the commissioners should expect to hear from Board Liaison Kim Garrett regarding potential retreat dates.

Meeting Close

The next Board meeting will occur on Monday, April 20. Hearing no further comments, Commissioner Clark called for adjournment of the briefing. Commissioner Purcell motioned, Commissioner Howard seconded. The April 13, 2026, Regular Board Briefing was adjourned at 6:01 p.m.

Secretary-Treasurer