

Seattle Housing Authority

A PLACE TO WORK, A PLACE TO GROW

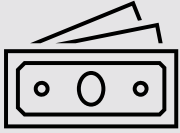
Total Rewards Highlights



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

Values-driven community

- SHA is committed to race and social justice equity among its workforce and the community. We have a rich culture of diversity at all levels of the organization and offer committees and Affinity groups to foster connection, belonging and inclusion
- 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

Strategic Plan

Our new five-year strategic plan is currently in development. Our planning team is engaging staff at all levels as well as our housing participants in the planning process. We value diverse voices and experiences as we shape our priorities for the years ahead.

You may view our current plan [here](#).

