

SHA Capability Model

8/8/2022



The mission of the Seattle Housing Authority is to enhance the Seattle community by creating and sustaining decent, safe and affordable living environments that foster stability and self-sufficiency for people with low incomes.

Functional Scope - DRAFT

HCM

Core HR

Core HR Records	Position Management
Organizational Structure	Compensation Administration
Benefits Administration	

Workforce Management

Time and Attendance	Leave Management
Scheduling	(Personal) Disability Management
Health, Safety, & Emergency Management	Employee Relations

Strategic HR

Compensation Planning	Workforce Planning
Succession Planning	Health & Wellness
Race and Social Justice	

Talent Management

Performance Management	Talent Acquisition
Learning & Development	Offboarding and Onboarding
Rewards & Recognition and Engagement	

ERP

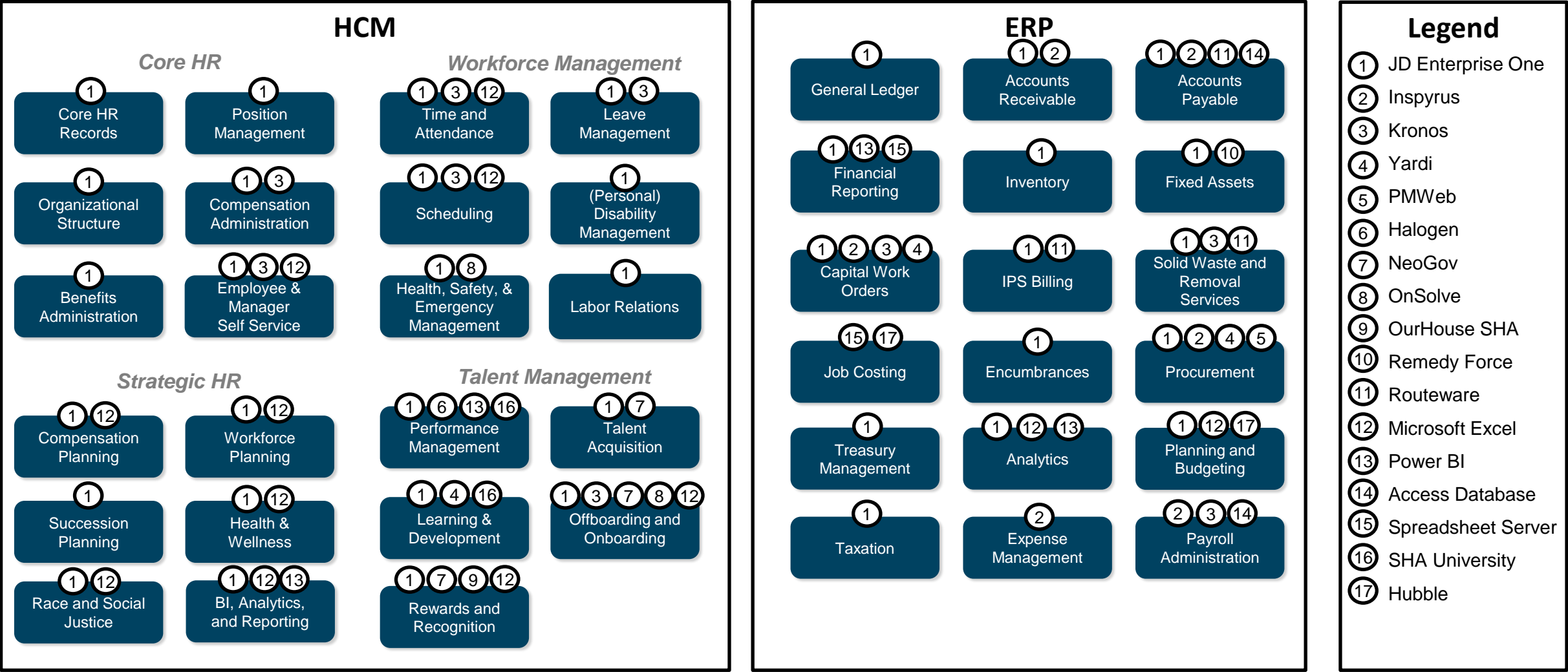
General Ledger	Accounts Receivable	Accounts Payable
Financial Reporting	Inventory	Fixed Assets
Capital Work Orders	IPS Billing	Sales Orders / Service Billing
Job Costing	Encumbrances	Asset Management
Procurement	Commercial Receivable Billing	Planning and Budgeting
Taxation	Expenses	Payroll Administration
Treasury Management		

Out of Scope

Property Management
Contract Management



Functional Architecture



Functional Architecture WIP Rough Draft

HCM

Core HR



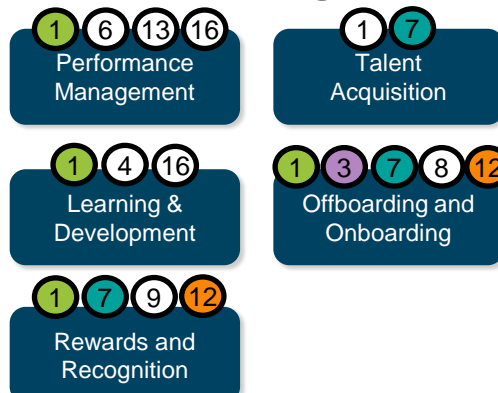
Workforce Management



Strategic HR



Talent Management



ERP



Legend

- 1 JD Enterprise One
- 2 Inspyrus
- 3 Kronos
- 4 Yardi
- 5 PMWeb
- 6 Halogen
- 7 NeoGov
- 8 OnSolve
- 9 OurHouse SHA
- 10 Remedy Force
- 11 Routeware
- 12 Microsoft Excel
- 13 Power BI
- 14 Access Database
- 15 Spreadsheet Server
- 16 SHA University
- 17 Hubble

Out of Scope

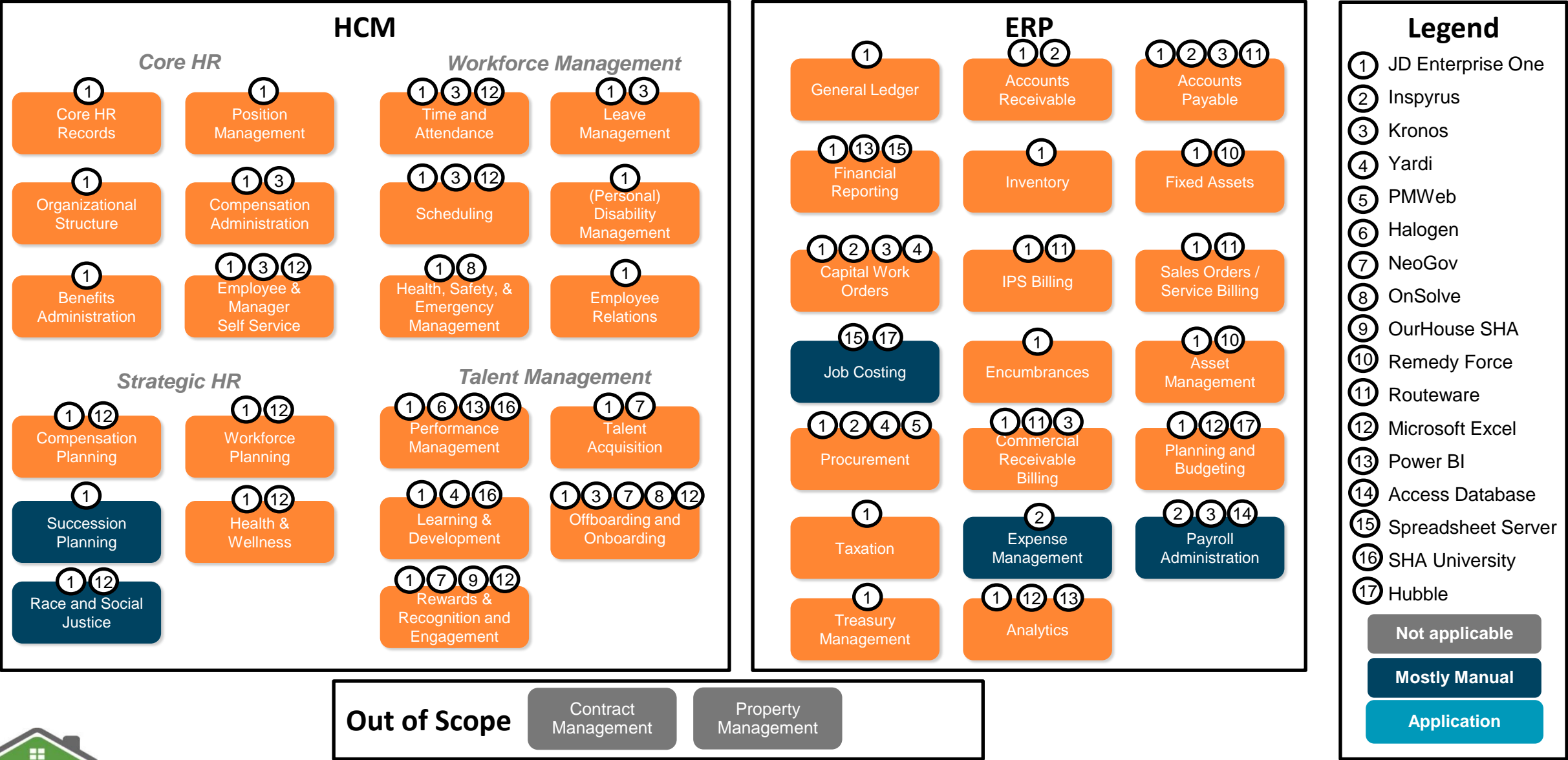
Contract Management

Property Management

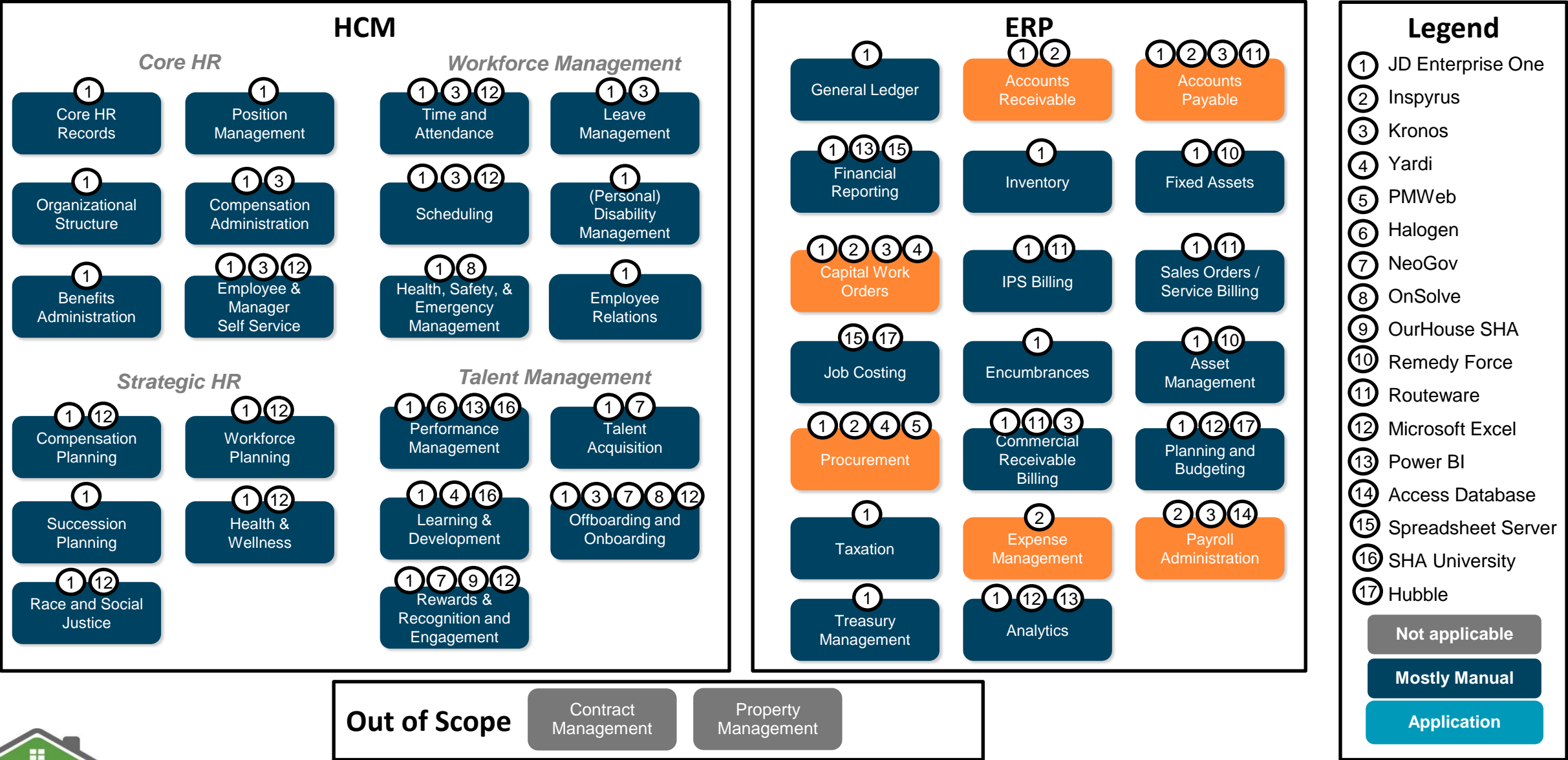


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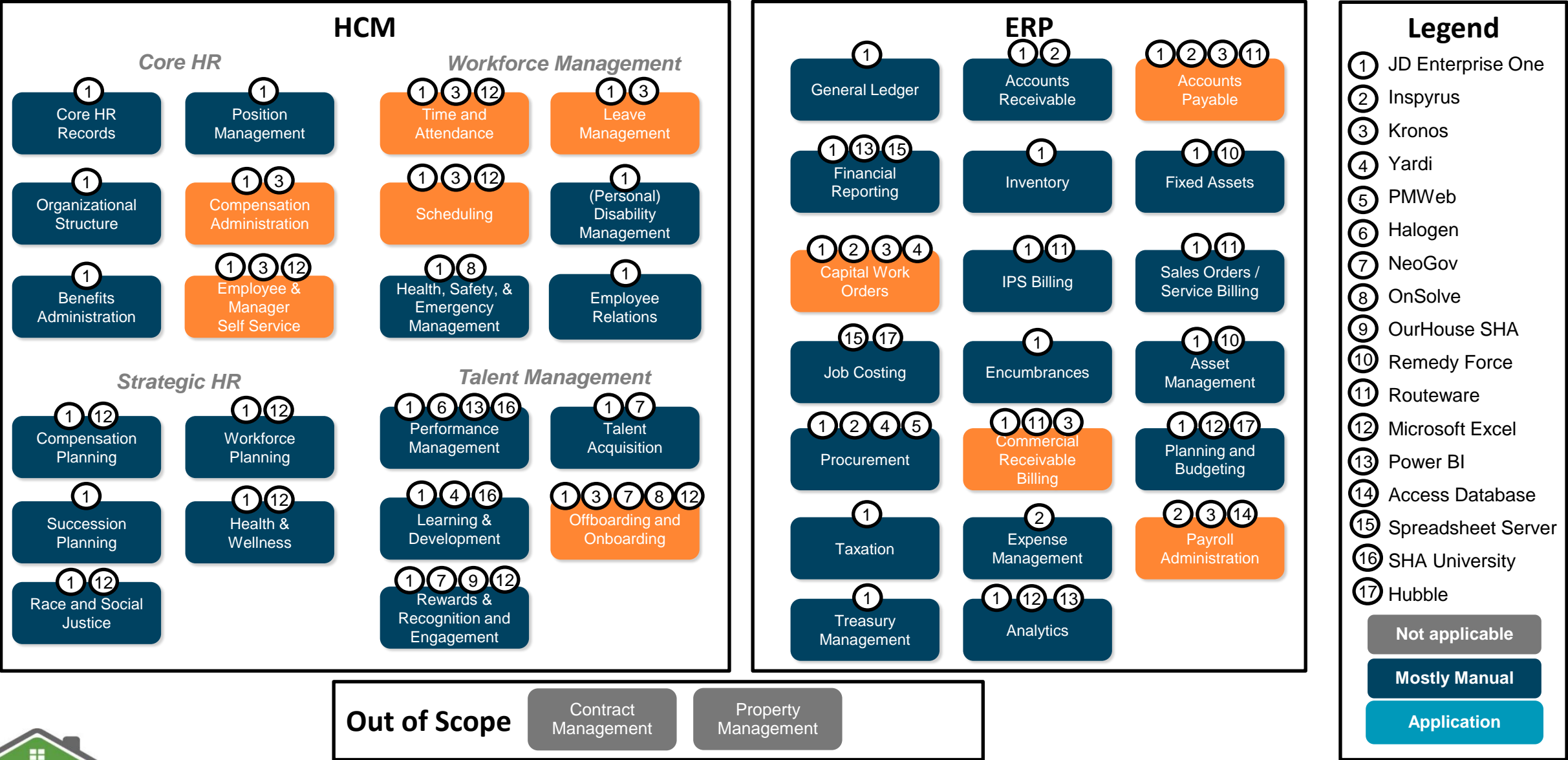
Functional Architecture – JD Enterprise One



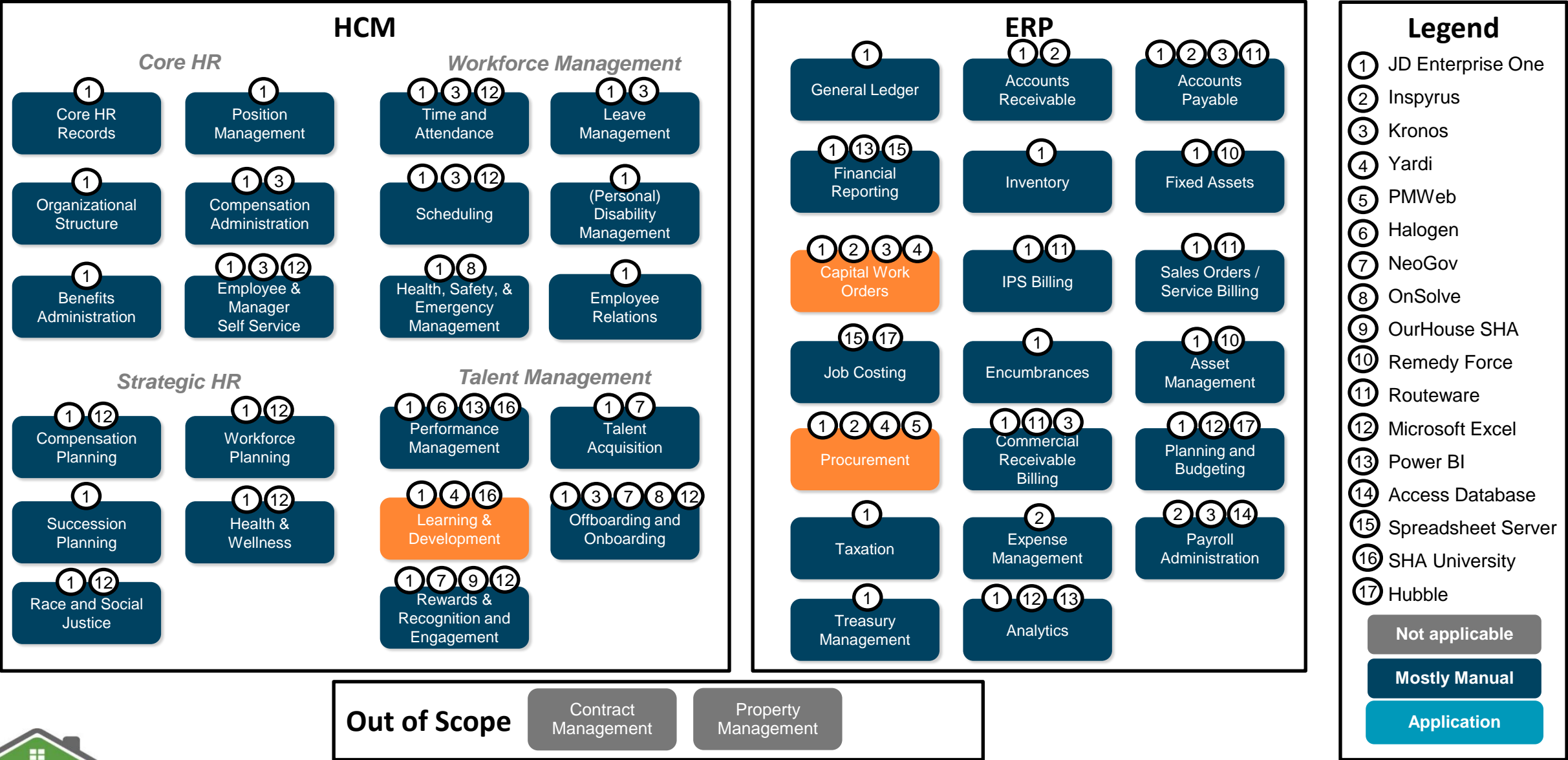
Functional Architecture – Inspyrus



Functional Architecture – Kronos

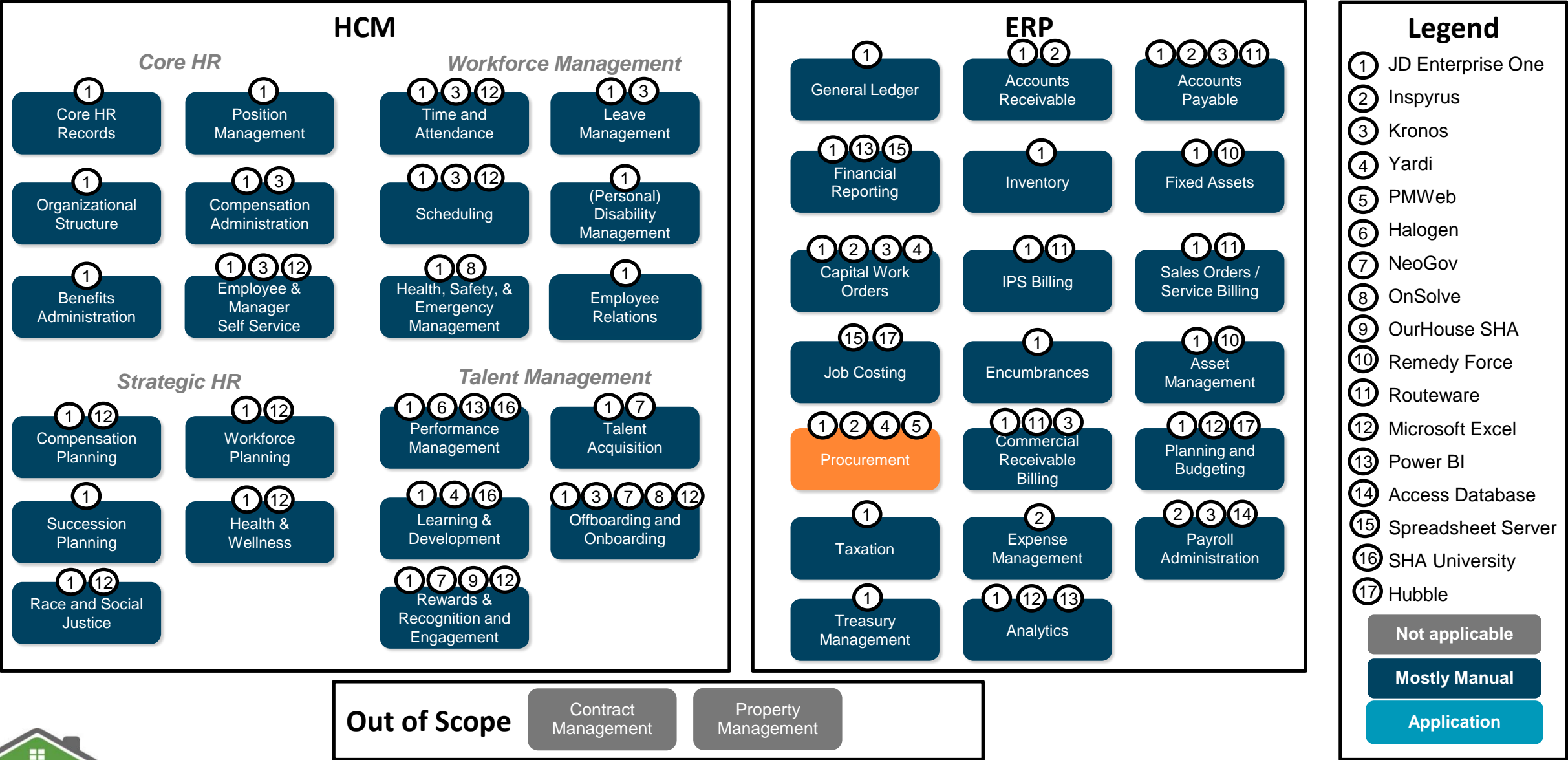


Functional Architecture – Yardi

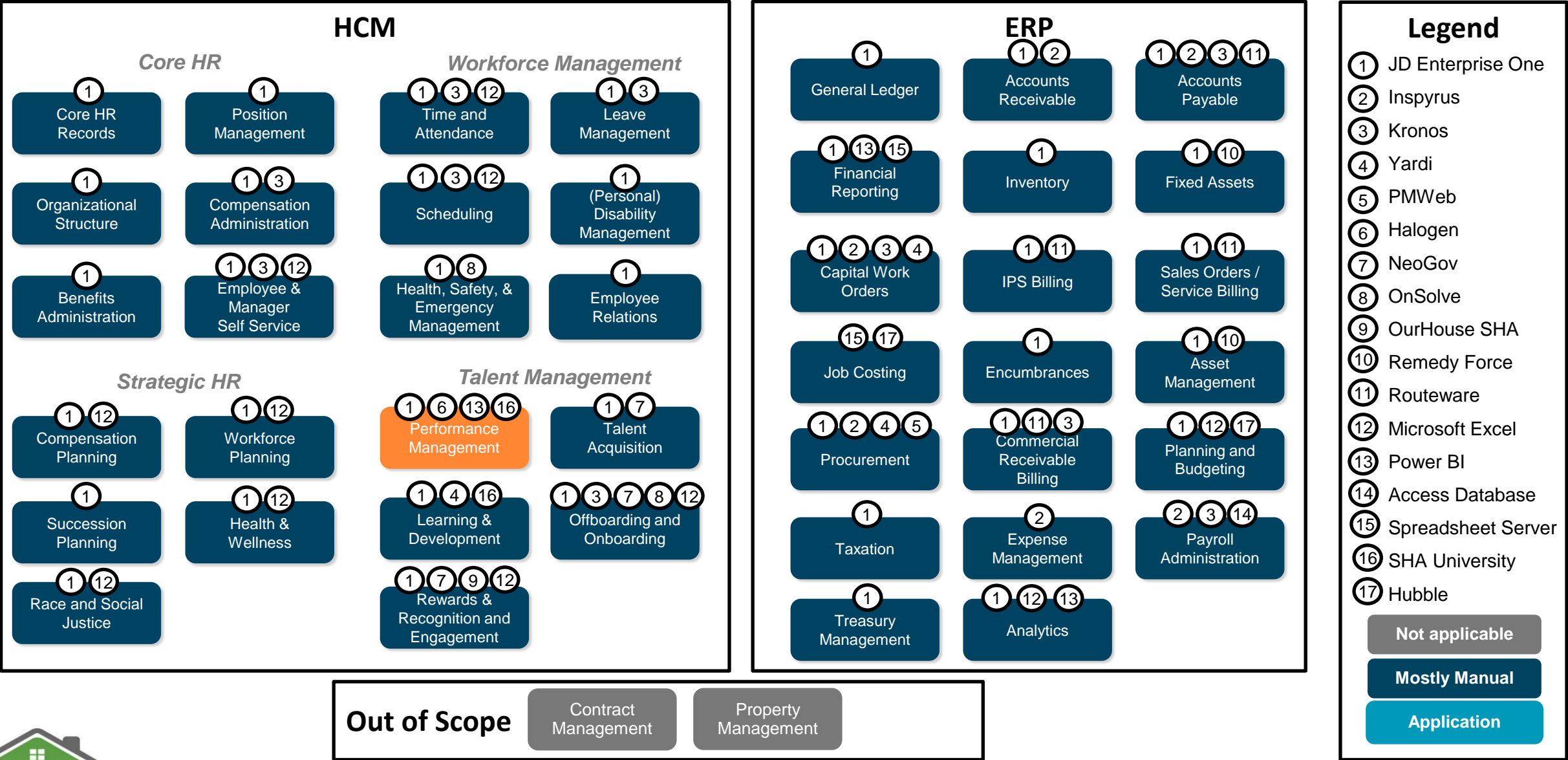


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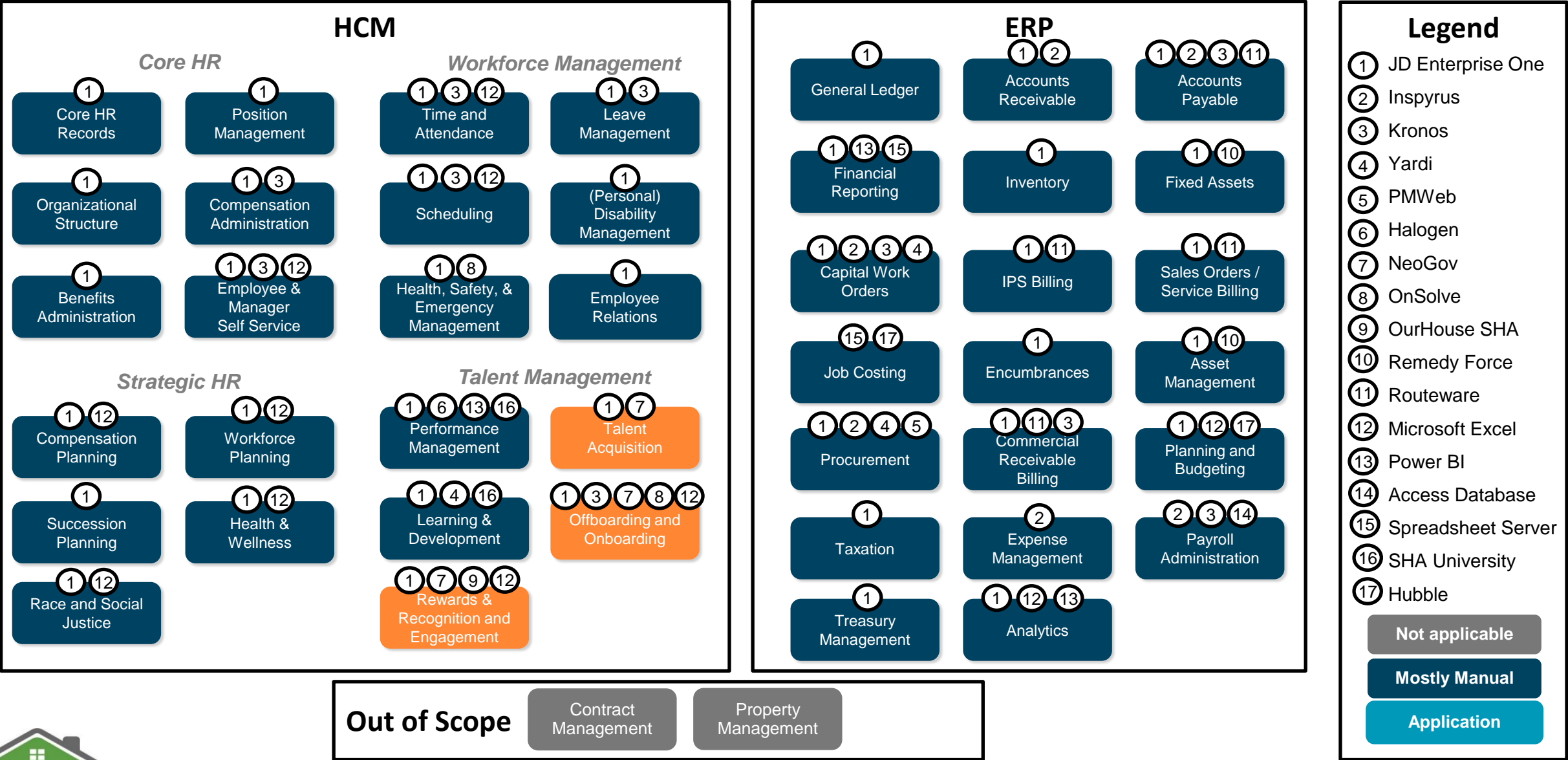
Functional Architecture – PMWeb



Functional Architecture – Halogen

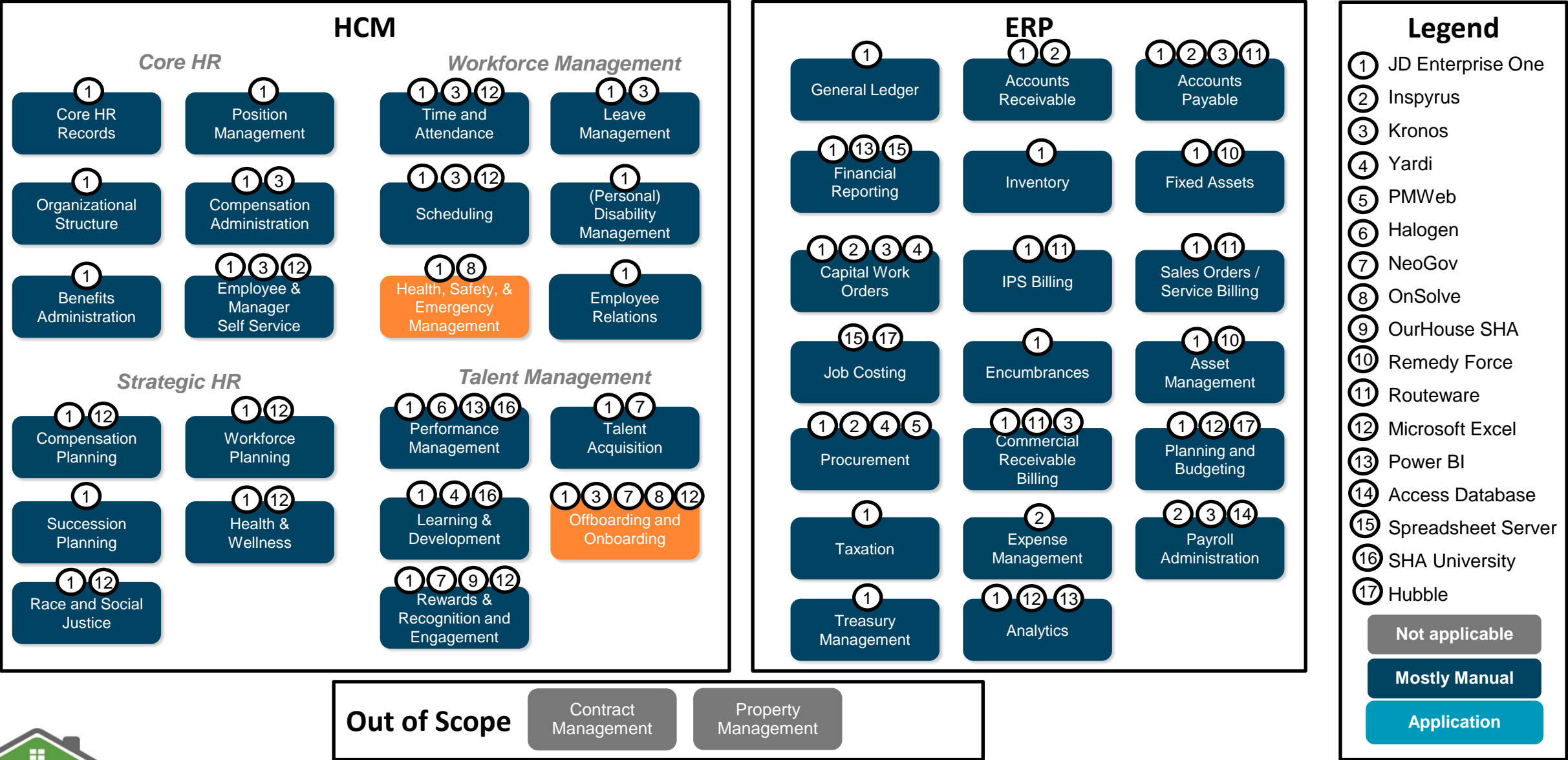


Functional Architecture – NeoGov



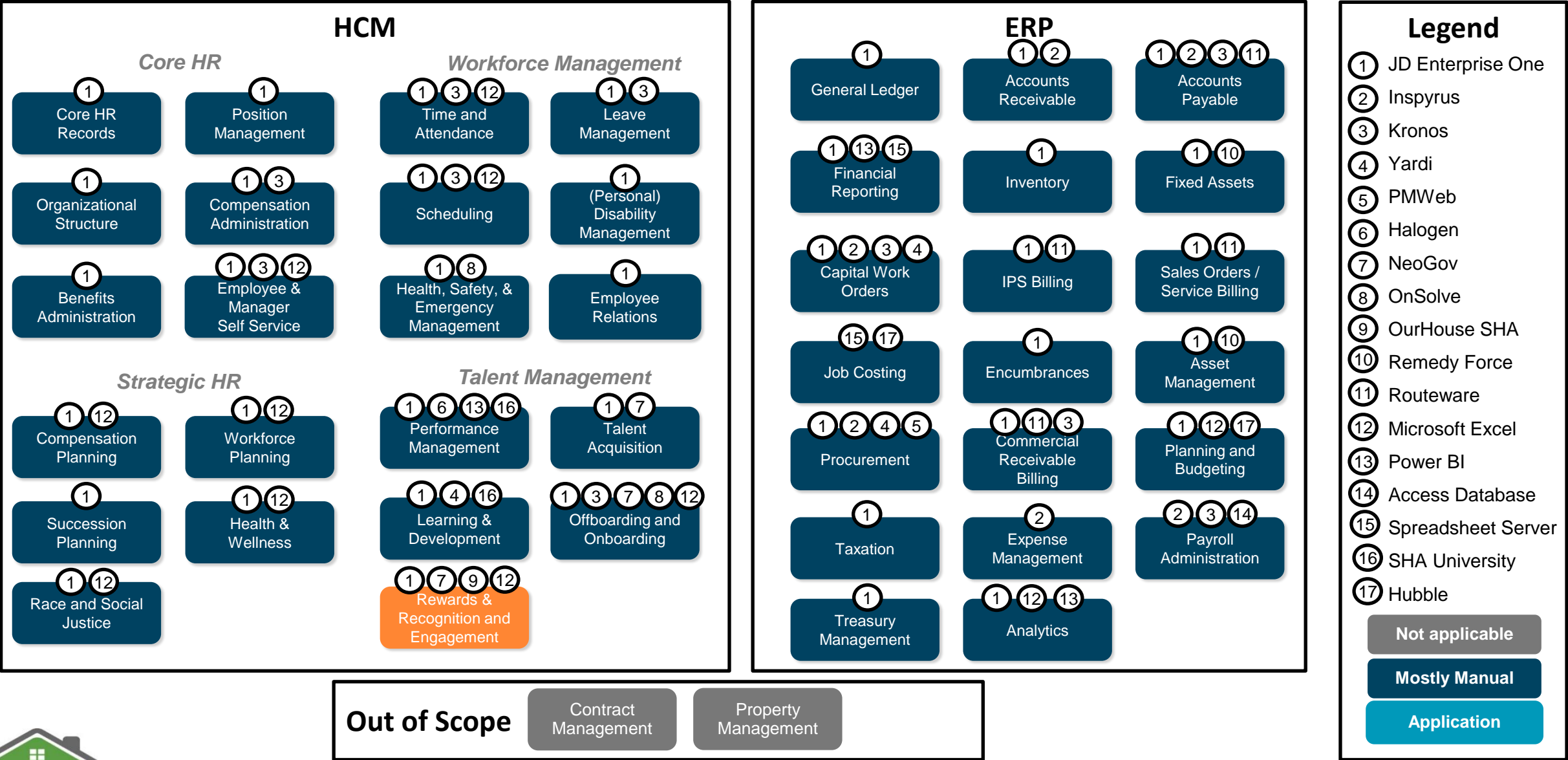
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Functional Architecture – OnSolve

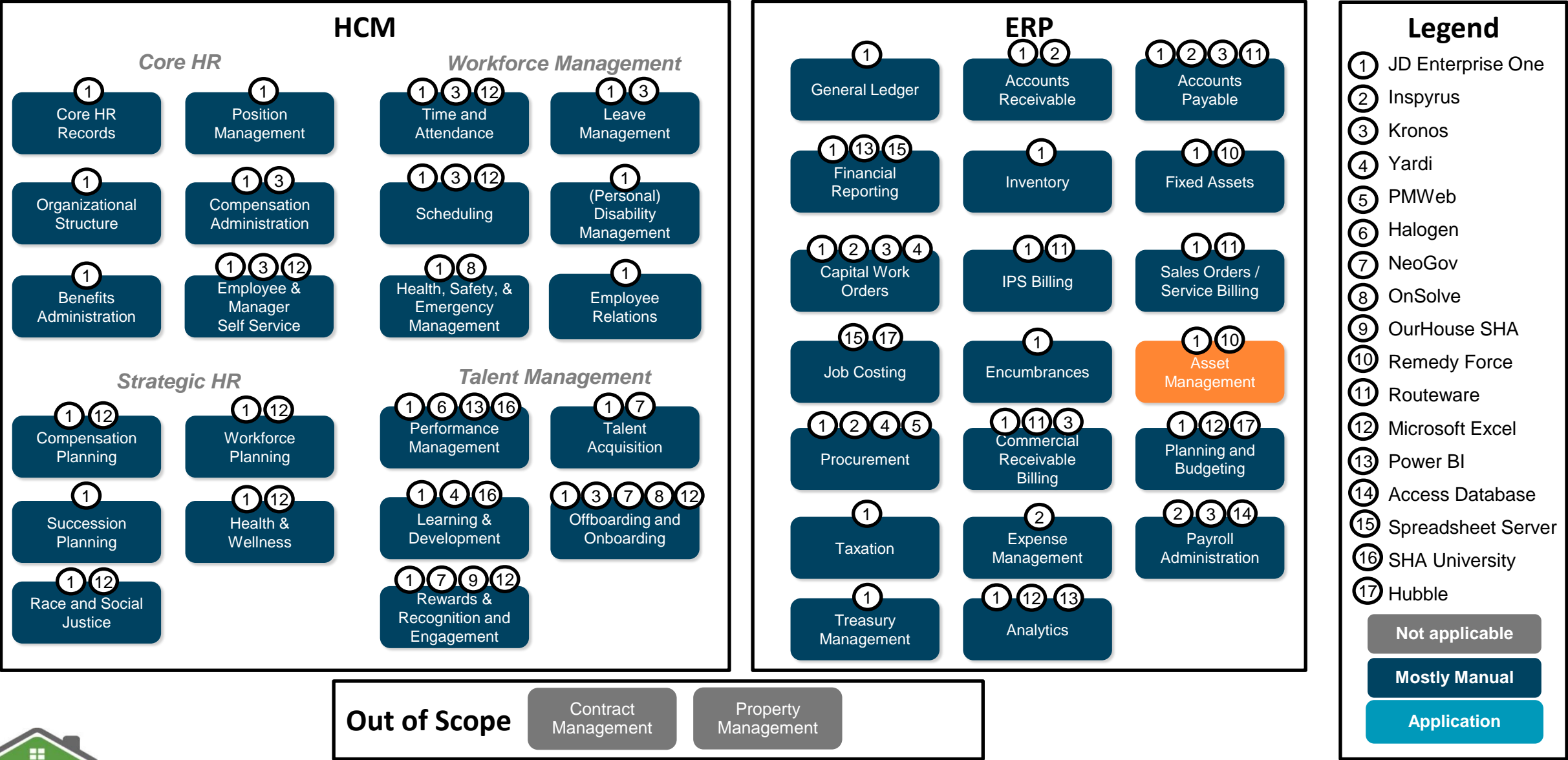


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Functional Architecture – OurHouse SHA

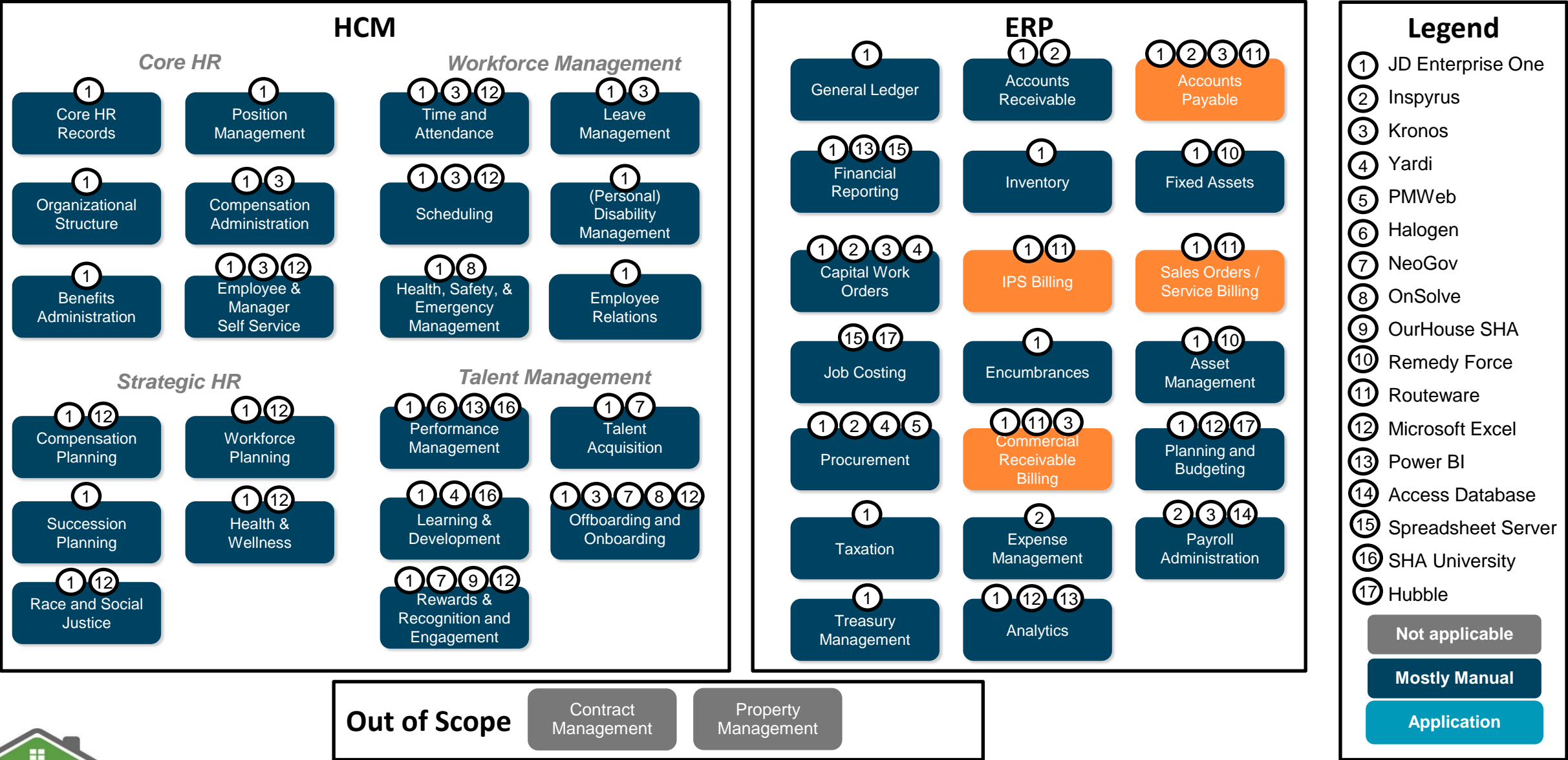


Functional Architecture – Remedy Force

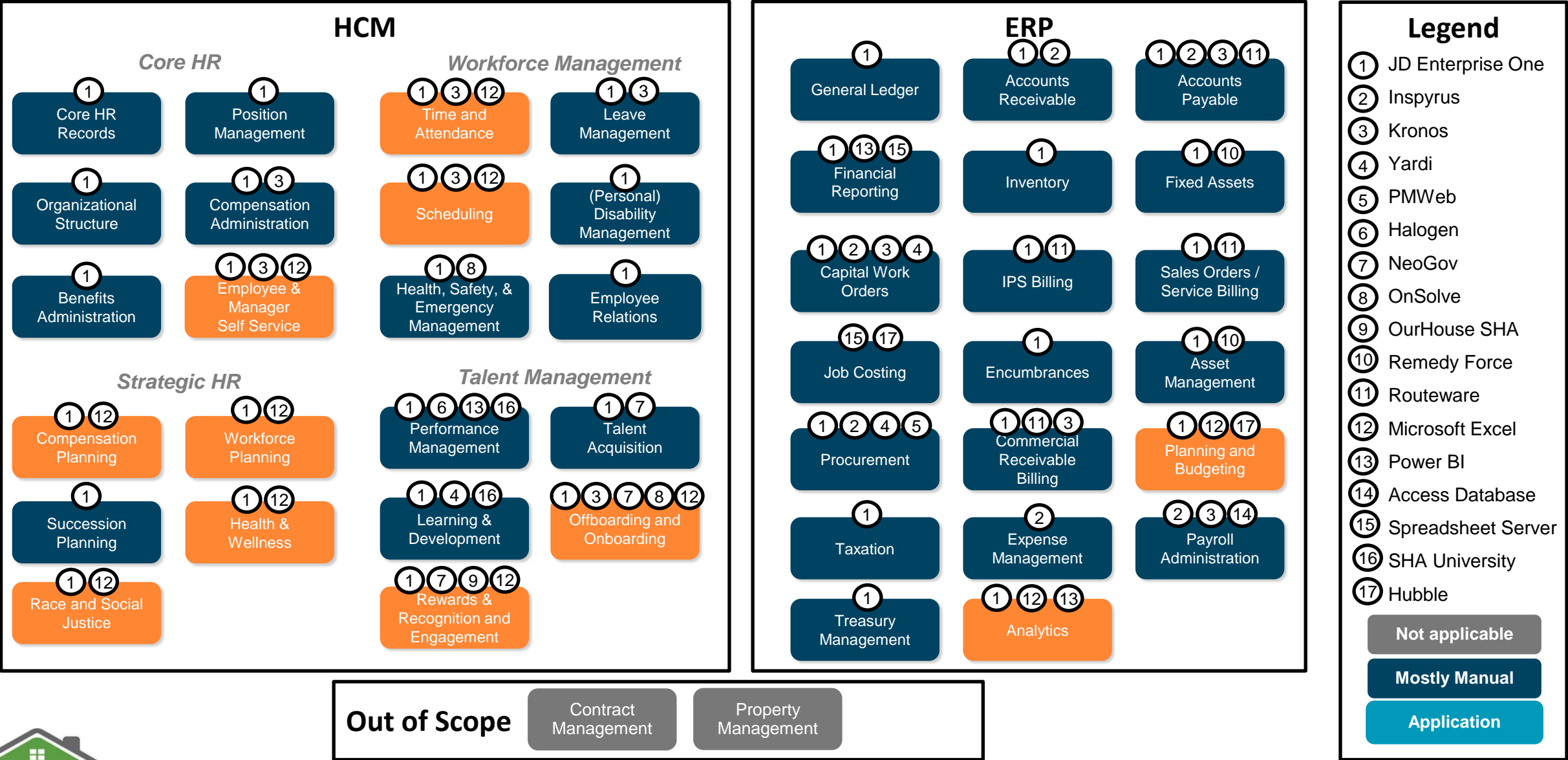


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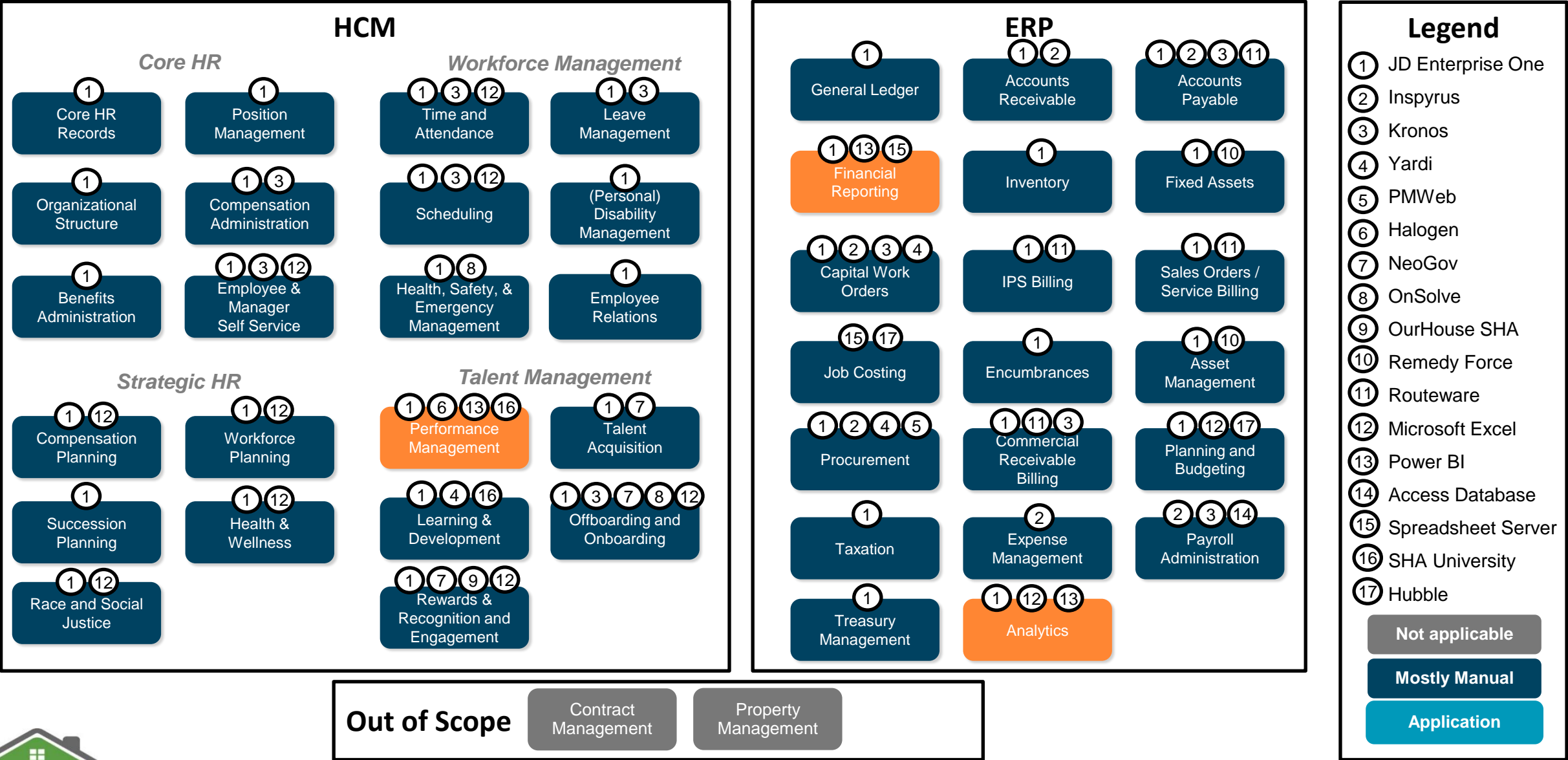
Functional Architecture – Routeware



Functional Architecture – Microsoft Excel

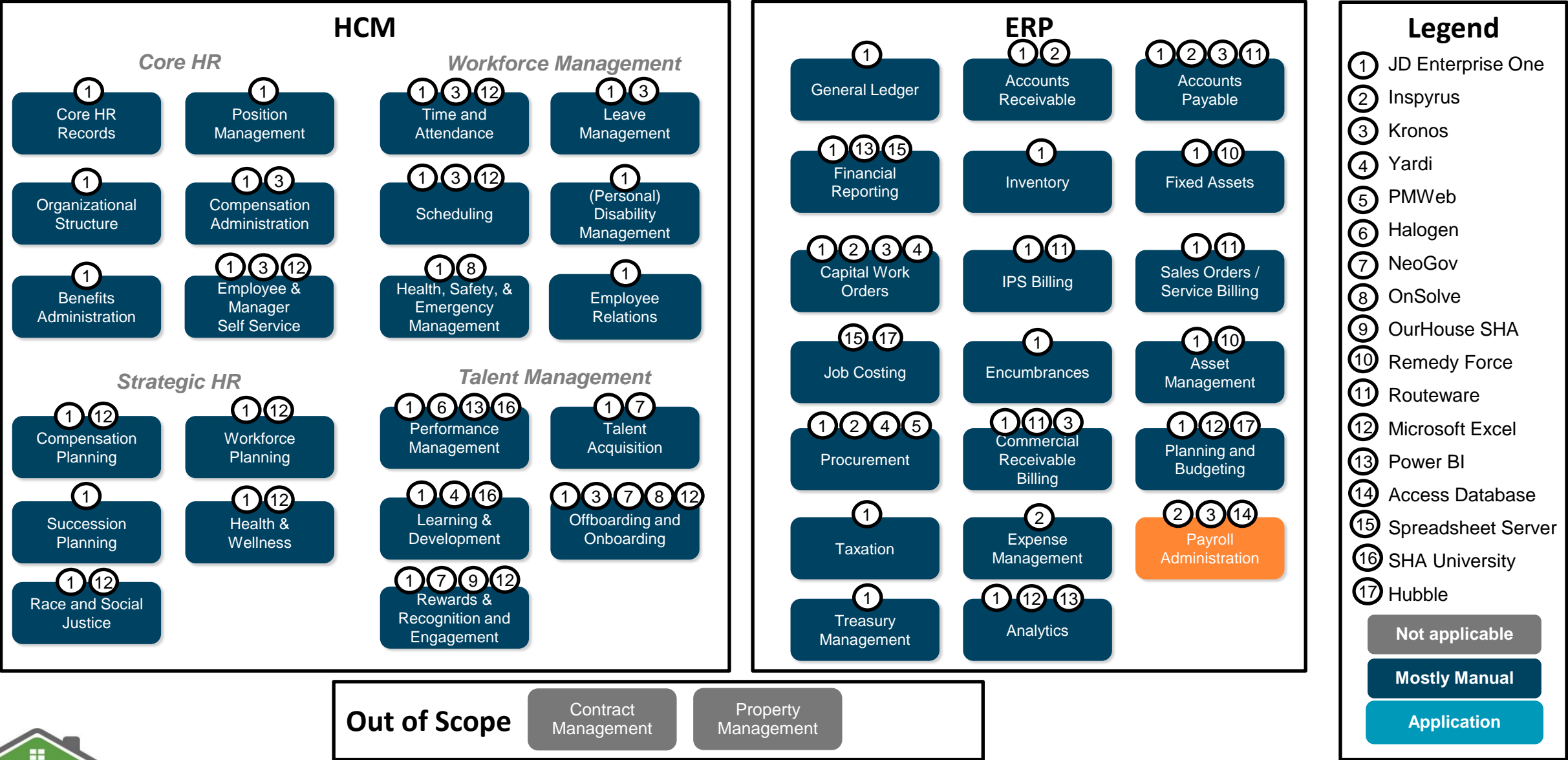


Functional Architecture – Power BI

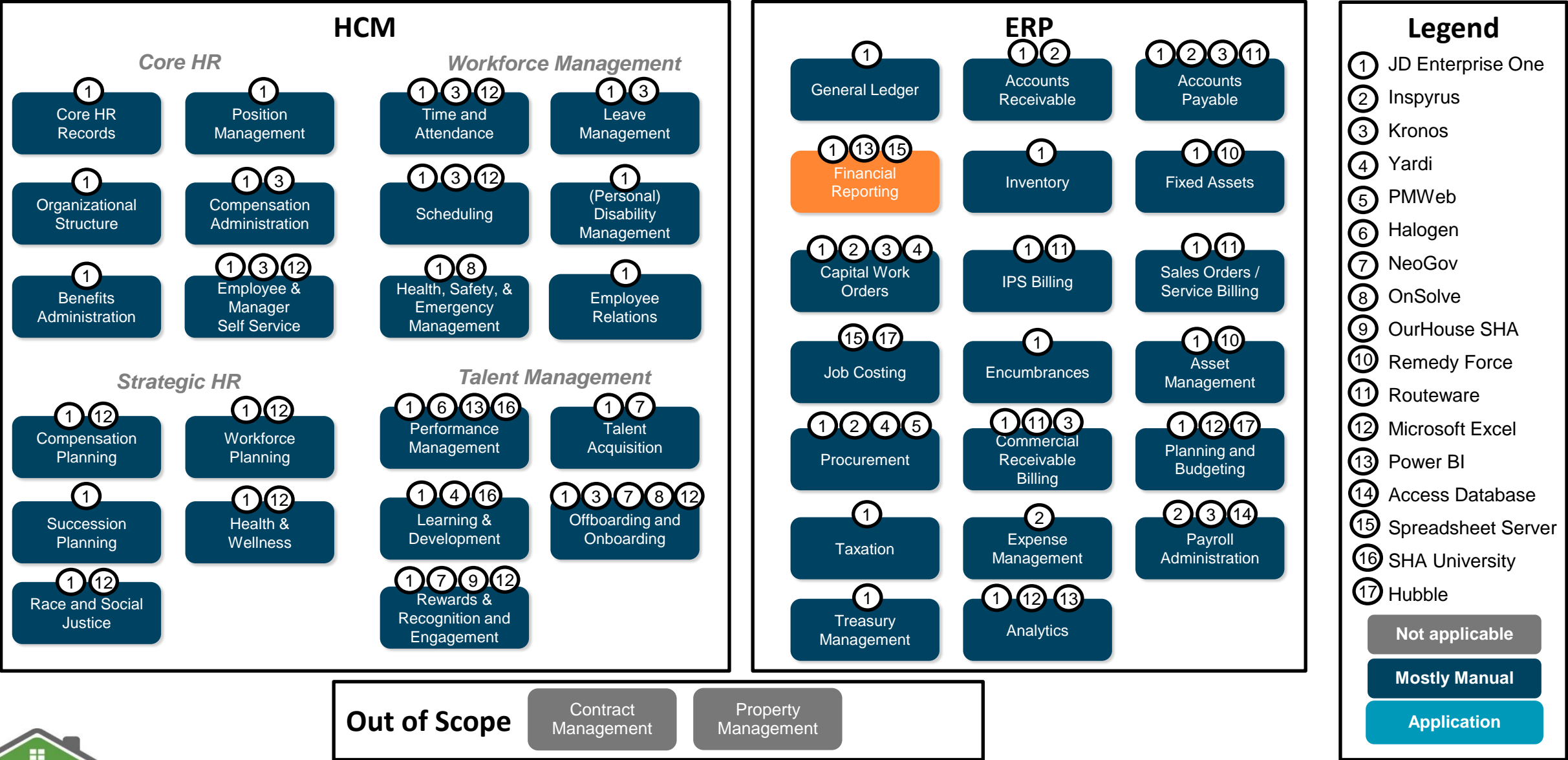


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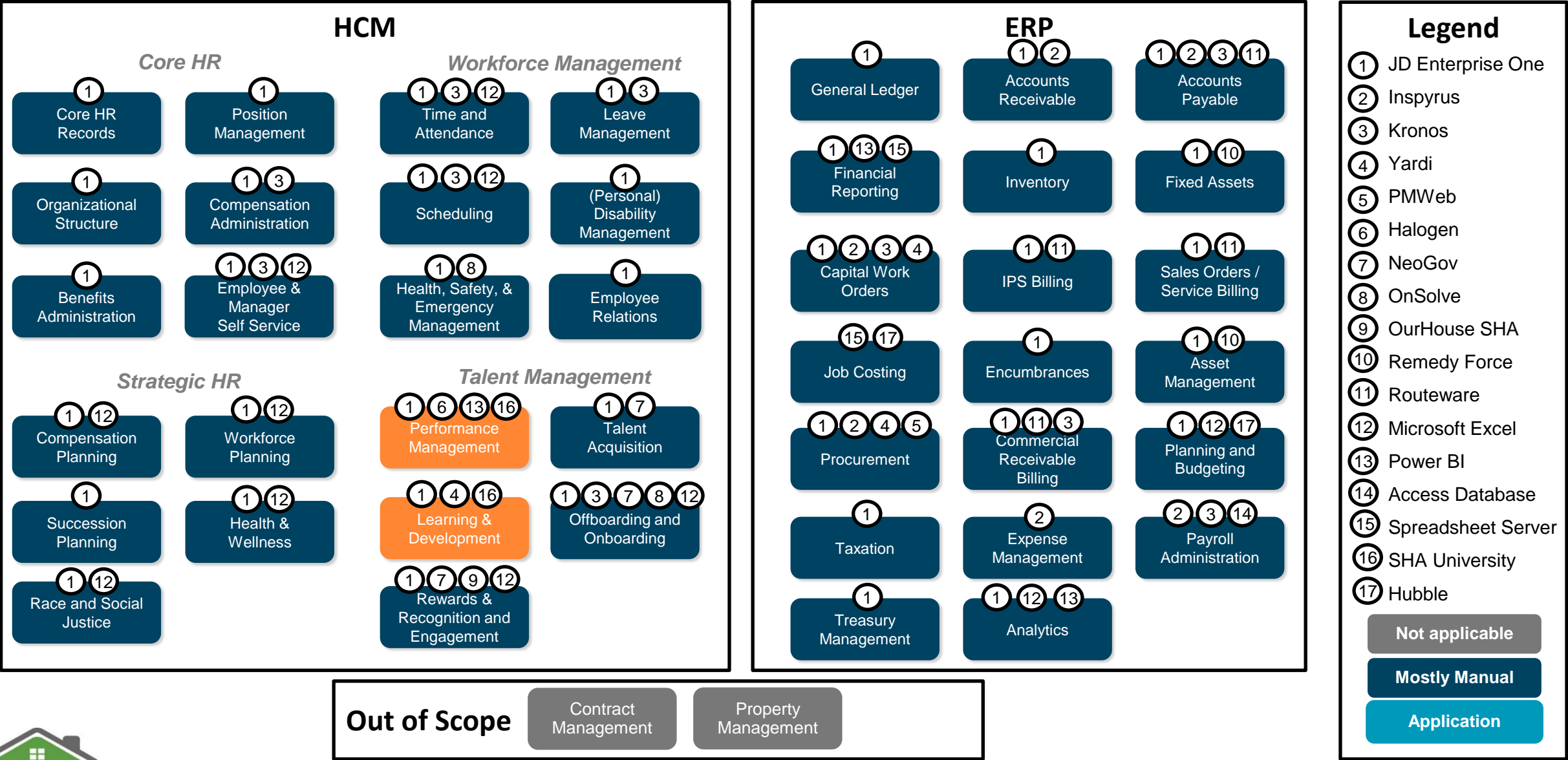
Functional Architecture – Access Database



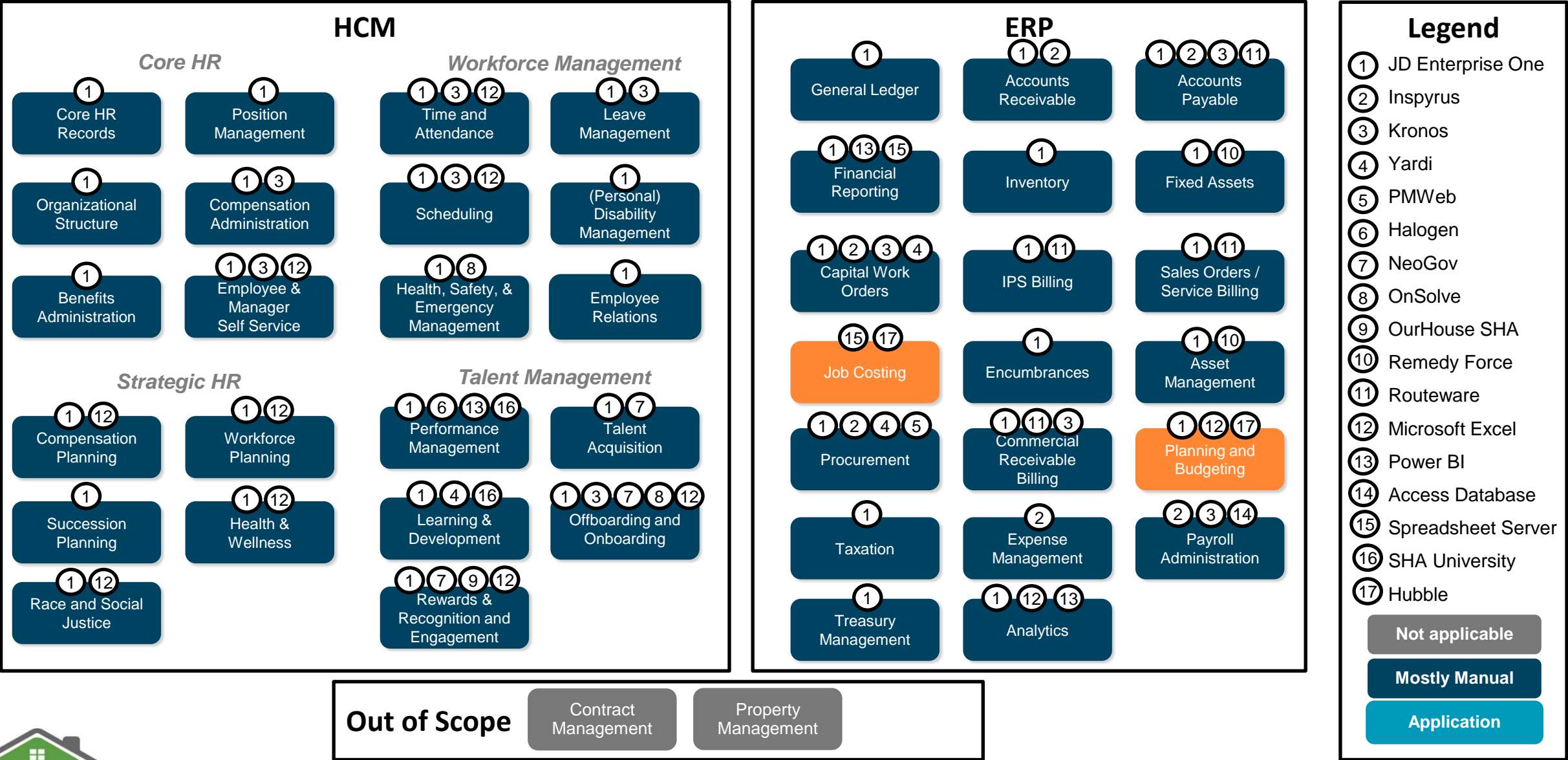
Functional Architecture – Spreadsheet Server



Functional Architecture – SHA University



Functional Architecture – Hubble



Functional Architecture – Rough Draft

