

Compensation Philosophy

AIA Seattle deeply values our employees as the critical component to our chapter's success. Our compensation package should attract and retain high quality staff and provide them with a strong underpinning of security. We strive to foster an environment that embraces respect and dignity for the worth of the individual employee and to pursue these same principles in our total compensation (salary and benefits) policies and practices. AIA Seattle seeks to attract, retain and motivate staff through a total compensation system that is competitive, equitable and affordable within AIA Seattle's ability to pay. This total compensation philosophy is inspired by the following principles:

- Our total compensation package recognizes the dignity of each employee while also rewarding individual performance;
- Our compensation levels, policies and procedures are competitive with similar nonprofit organizations in Seattle; and
- We comply with all applicable laws including equal pay laws, employment opportunity laws, benefits regulations and the Fair Labor Standards Act.
- We strive to pay all employees a living wage based on the most current MIT Living Wage Calculator data.

AIA Seattle

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AIA Seattle is committed to providing full-time employment as the primary basis of our workforce. Full-time employees, defined as those working 30 hours a week or more and for an unspecified amount of time, are eligible for all benefit programs and plans. Part-time employees, defined as those working less than 30 hours a week and for an unspecified period of time, are eligible for prorated paid holidays, vacation and sick leave.

AIA Seattle is committed to pay scale equity across all staff levels and pay scale gradients for regular employees. AIA Seattle is equally committed to ensuring there is no gender-based compensation discrimination. We value all employees and maintain a compensation ratio consistent with the top rank of JUST.¹

¹ Excerpted from AIA Seattle Employee Handbook, Section 3.1 – Compensation and Benefits