

PAID HOLIDAYS

New Year's Day

Martin Luther King, Jr. Day

Presidents' Day

Good Friday

Memorial Day

Juneteenth

Independence Day

Labor Day

Thanksgiving

Thanksgiving Friday

Christmas

*Floating Holidays (3 per calendar year, must be taken before December 15th unless otherwise approved.)

(If a holiday falls on a Saturday, Friday is taken. If a holiday falls on a Sunday, Monday is taken.)

GYM REIMBURSEMENTS

The CHA reimburses full-time employees for eligible gym memberships. Each quarter, employees will be eligible for reimbursements up to a maximum of \$82.50 (\$27.50/month) with proof of purchase. This program is specifically for physical fitness; support for mental wellness can be found in other benefit programs.

Paid Vacation Accrual

Years of Employment	Accrual (Hrs./Pay Period)
1 - 2	3.75
3 - 5	5.00
6 - 9	6.25
10+	7.50

Paid Sick Time Accrual

Sick leave begins to accrue on the first day of each pay period at rate of 3.75 hours and is credited at the close of the pay period.

View our career opportunities and apply online by visiting us at www.chahousing.org/jobs.

Chattanooga Housing Authority
801 N Holtzclaw Ave.
Chattanooga TN, 37404

EEO

CHATTANOOGA HOUSING AUTHORITY



2024

BENEFITS SUMMARY

Our Core Values



MEDICAL INSURANCE

BlueCross BlueShield TN & Cigna

(provided by ParTNers4Health)

BCBS & Cigna Local Plus EE Pays per Pay Period

Premier PPO

Employee Only	\$165.20
Employee + Child(ren)	\$256.30
Employee + Spouse	\$379.96
EE + Spouse + Child(ren)	\$446.49

Standard PPO

Employee Only	\$152.03
Employee + Child(ren)	\$235.86
Employee + Spouse	\$349.66
EE + Spouse + Child(ren)	\$410.88

Limited PPO

Employee Only	\$123.45
Employee + Child(ren)	\$191.52
Employee + Spouse	\$283.92
EE + Spouse + Child(ren)	\$333.63

BCBS & CIGNA Open Access EE Pays per Pay Period

Premier PPO

Employee Only	\$180.20
Employee + Child(ren)	\$273.30
Employee + Spouse	\$409.96
EE + Spouse + Child(ren)	\$476.49

Standard PPO

Employee Only	\$167.03
Employee + Child(ren)	\$252.86
Employee + Spouse	\$379.66
EE + Spouse + Child(ren)	\$440.88

Limited PPO

Employee Only	\$138.45
Employee + Child(ren)	\$208.52
Employee + Spouse	\$313.92
EE + Spouse + Child(ren)	\$363.63

VISION INSURANCE

EyeMed

(provided by ParTNers4Health)

EE Pays per Pay Period

Basic

Employee Only	\$1.59
Employee + Child(ren)	\$3.18
Employee + Spouse	\$3.02
EE + Spouse + Child(ren)	\$4.67

Expanded

Employee Only	\$3.15
Employee + Child(ren)	\$6.30
Employee + Spouse	\$5.99
EE + Spouse + Child(ren)	\$9.27

DENTAL INSURANCE

BlueCross BlueShield TN

	2024 Monthly Rate	EE Pays per Pay Period
Dental Individual	\$4.14	\$2.07
Dental Family	\$14.96	\$7.48

FLEX SPENDING ACCOUNT

Benefits Strategies

CHA offers a flexible spending account where employees can use pre-tax dollars for medical, dental, and vision expenses. Employees can sign up during the open enrollment period in the fall.

LIFE & DISABILITY INSURANCE

The Hartford

Life / AD&D

Long-Term Disability

CHA pays for 100% of the cost of the policy. Policy equal to 1.5x an employee's annual pay. Supplemental policies also available.

Short-Term Disability

Accident Insurance

Critical Illness

Employee-sponsored voluntary plans.

457(b) Retirement Plan

USI Consulting Group (USICG)

CHA offers a 457(b) retirement plan. All full-time employees may participate after a 6-month probationary period. Unless a contribution is selected, employees will be automatically enrolled at 2%.

CHA contributes 3% of salary upon eligibility and will match contributions 1:1 up to 2% of an employee's wages.