

## PAID HOLIDAYS

New Year's Day

Martin Luther King, Jr. Day

Presidents' Day

Good Friday

Memorial Day

Independence Day

Labor Day

Thanksgiving

Thanksgiving Friday

Christmas

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

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

## DISCOUNT GYM MEMBERSHIPS

Sports Barn & The YMCA

	Monthly Rate	Employee pays per pay period
<b>Sports Barn</b>		
Family	30.00	15.00
Individual	15.00	7.50
<b>YMCA</b>		
Family	40.00	20.00
Individual	24.00	12.00

Contact any local YMCA or Sports Barn to sign up!

## 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](http://www.chahousing.org/jobs).

Chattanooga Housing Authority

801 N Holtzclaw Ave.

Chattanooga TN, 37404

EEO

# CHATTANOOGA HOUSING AUTHORITY



2021

## BENEFITS SUMMARY

### Our Core Values



## MEDICAL INSURANCE

BlueCross BlueShield TN & Cigna

(provided by ParTNers4Health)

<u>BCBS &amp; Cigna Local Plus</u>	EE Pays per Pay Period
<b>Premier PPO</b>	
Employee Only	\$ 156.00
Employee + Child(ren)	\$ 224.60
Employee + Spouse	\$ 316.20
EE + Spouse + Child(ren)	\$ 393.20
<b>Standard PPO</b>	
Employee Only	\$ 146.20
Employee + Child(ren)	\$ 226.40
Employee + Spouse	\$ 314.00
EE + Spouse + Child(ren)	\$ 394.60
<b>Limited PPO</b>	
Employee Only	\$ 113.40
Employee + Child(ren)	\$ 175.80
Employee + Spouse	\$ 244.00
EE + Spouse + Child(ren)	\$ 306.20

<u>CIGNA Open Access</u>	EE Pays per Pay Period
<b>Premier PPO</b>	
Employee Only	\$ 164.00
Employee + Child(ren)	\$ 249.60
Employee + Spouse	\$ 351.40
EE + Spouse + Child(ren)	\$ 437.20
<b>Standard PPO</b>	
Employee Only	\$ 154.20
Employee + Child(ren)	\$ 234.40
Employee + Spouse	\$ 330.00
EE + Spouse + Child(ren)	\$ 410.60
<b>Limited PPO</b>	
Employee Only	\$ 121.40
Employee + Child(ren)	\$ 183.80
Employee + Spouse	\$ 260.00
EE + Spouse + Child(ren)	\$ 322.20

## VISION INSURANCE

Davis Vision

(provided by ParTNers4Health)

	2021 Monthly Rate	EE Pays per Pay Period
<b>Basic</b>		
Employee Only	\$3.07	\$1.54
Employee + Child(ren)	\$6.13	\$3.07
Employee + Spouse	\$5.82	\$2.91
EE + Spouse + Child(ren)	\$9.01	\$4.51
<b>Expanded</b>		
Employee Only	\$5.56	\$2.78
Employee + Child(ren)	\$11.12	\$5.56
Employee + Spouse	\$10.57	\$5.29
EE + Spouse + Child(ren)	\$16.35	\$8.18

## DENTAL INSURANCE

BlueCross BlueShield TN

	Monthly Rate	Employee pays per pay period
<b>BCBS</b>		
Family	14.28	7.14
Individual	3.94	1.97

## 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.