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# Build Your Future with CHA

Where Benefits Empower People and Communities

At the **Chicago Housing Authority**, our mission is to create and sustain strong communities where seniors thrive, and everyone can unlock their economic power. We believe that starts with our people.

Our **Benefits Package\*** is designed to support your health, financial well-being, and work-life balance, so you can thrive personally and professionally while helping us build a **thriving city where every neighborhood has quality affordable housing, and everyone feels welcome.**

## Our Values in Action

- **People First:** Comprehensive benefits for you and your family
- **Public-Private Partnerships:** Nationally recognized providers like BCBSIL, MetLife, and Empower
- **Stewardship of Public Trust:** Transparent, equitable, and sustainable plans
- **Diversity Makes Us Stronger:** Inclusive benefits for all
- **We Measure What We Value:** Wellness, equity, and impact

## Health and Wellness

- **Medical Plans:** Blue Cross Blue Shield PPO, HMO, and a HDHP (High Deductible Health Plan with no monthly premiums)
- **Dental and Vision:** No-cost coverage when enrolled in medical
- **Prescription Drug Coverage:** Affordable access to medications

- **Health Savings Account (HSA) with HDHP plan:** CHA contributes up to \$1,500 annually for individuals and up to \$2,500 for family
- **Flexible Spending Accounts (FSA):** Pre-tax savings for healthcare, dependent care, and commuting/parking
- **Virtual Care:** 24/7 access to MDLIVE and Calm, a mental health app
- **Preventive Care:** 100% covered wellness visits and screenings

## Financial Security and Retirement

- **457(b) Retirement Plans:** Up to 3% CHA match
- **Pension Plan:** Defined benefit plan with full vesting after 6 years
- **Life and AD&D Insurance:** Employer-paid and optional coverage
- **Short- and Long-Term Disability:** Income protection when you need it most
- **Critical Illness, Accident and Hospital Indemnity:** Optional coverage for unexpected events
- **Legal and ID Theft Protection:** Peace of mind for you and your family

## Education and Family Support

- **529 College Savings Plan:** Tax-advantaged savings for education
- **Dependent Care FSA:** Pre-tax savings for childcare and eldercare
- **Paid Time Off:**
  - 17 paid holidays (including your birthday!)
  - Vacation to recharge and relax
  - Sick leave to support your health
  - Personal days to take care of yourself
- **Parental and Family Support:** EAP, eldercare, and parenting resources

## Work-Life and Wellbeing

- Discounted gym membership and a gym subsidy
- On-site gym at headquarters
- Wellness workshops and events
- **Hinge Health:** A virtual musculoskeletal care program
- **Maven:** Women's family building, pregnancy, post-partum and menopause support program

## Eligibility Highlights

Your medical, dental, and vision coverage begins **on your hire date**, with other benefits starting the **first of the following month**.

Retirement match and pension vesting begin after **1 year of service**.

\* Available to full-time direct CHA hires and their eligible dependents