



**ANGELINA & NECHES RIVER AUTHORITY**

**Employee Benefits**

<i>Type of Benefit</i>	<i>Amount Paid by ANRA</i>	<i>Amount Paid by Employees</i>	<i>Eligibility</i>	<i>Description of Benefit</i>
Holidays	100%		Immediate	14 per year: Employee birthday, New Year's Day, MLK Day, President's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Thanksgiving Friday, Christmas Eve and Christmas Day.
Vacation	100%		May be taken upon completion of 90 day probation period	Leave begins accruing on the date of hire at the following rates: 0-9 years of employment - 10 days per year 10-19 years of employment - 15 days per year 20+ years of employment - 20 days per year
Sick Leave	100%		May be taken upon completion of 90 day probation period	Leave begins accruing on the date of hire at the following rate: 4 hours per month – 30 days maximum accrual
Emergency Funeral Leave	100%		Immediate	Up to 3 days per death of immediate family member.
Military Leave	100%		Immediate	Up to 15 days per year for members of the National Guard or member of Reserve Components of Armed Forces to attend annual training
Jury Duty	100%		Immediate	Full salary while on duty
Group Health Insurance	100% of employee premiums	Dependent coverage, optional	After 90 day probation period	Blue Cross Blue Shield of Texas. Prescription coverage included.
Life and AD&D Insurance	100%		After 90 day probation period	Group Term Life \$30,000 AD&D \$30,000
Retirement Program	3%		Upon completion of 1 year	Automatically enrolled as member of ANRA's Profit Sharing Plan
Social Security and Medicare	2015 Rate: 7.65% of wages (tax rate is raised or lowered by Federal Law)	2015 Rate: 7.65% of wages	Immediate	This Contribution is recorded to your individual account. Contact the Social Security Administration for information regarding benefits eligibility and other requirements.
Deferred Compensation (457) Plans: ICMA		100%	Immediate-Optional	Employee may participate in a Deferred Compensation Plan. Available by payroll deduction only.
Credit Union		100%	Immediate-Optional	GENCO Credit Union is available by payroll deductions. Services include savings, checking, and other services.
Field Operations Uniform Program	50%	50%	Immediate	Half of uniform costs are paid by ANRA with employee contribution by payroll deduction. Available to Field staff only.
Employee Apparel Program	\$100	Amount over \$100	After 90 day probation period	ANRA provides first \$100 per calendar year for company apparel with employee contribution paid by payroll deduction. Available to all staff.