



Scotland County Benefits

Scotland County offers a wide range of benefits, including healthcare, supplemental plans and retirement programs.

Health

We offer a high-deductible health plan with a \$2700 deductible (Single). This program includes a Health Savings Account (HSA). Employee only coverage is completely funded by the County, PLUS the County contributes \$1000 to the HSA annually.

Dental

Our dental plan provides for preventive services, such as cleanings each year, at 100%. There is a \$25 deductible for other services. Basic services pay at 80% and other major services at 50%. The County contributes \$13.91 per month for employee coverage.

Voluntary Plans

Employees may choose from a variety of plans arranged through Mark III Benefits. These include AFLAC Accident, Critical Illness and Hospital Indemnity plans; Allstate Cancer; Texas Life Whole Life; and Superior Vision plans. In addition we offer Short-term and Long-term disability.

Life Insurance

The County provides \$10,000 Basic Life insurance for employees. An employee may choose to purchase additional supplemental insurance at \$10,000 and/or dependent coverage at \$3000.

Retirement

Pension is offered through the N.C. Local Government Employees' Retirement System. Employees are required to contribute 6% of gross wages toward their account. The County also contributes at 7.58% (law enforcement 8.25%).

401(k) and 457 are supplemental retirement plans administered by Prudential. For the 401(k) plan, employees contributing a minimum of 1% (or \$20.00, whichever is greater) are eligible for the County contribution of 2% toward their account. Law Enforcement Officers receive a 5% County contribution. The 401(k) plan offers both pre-tax and Roth after-tax contributions. The 457 plan is tax-deferred with no minimum contribution requirements.

Longevity Pay

The County offers longevity pay to employees with at least 5 years of continuous service.