

TABLE XXXIV. REIMBURSEMENT RATES, EMPLOYMENT DATA, AND LONGEVITY PAY PLANS

January 2003

County	Reimbursements			Number of Employees				Longevity Pay Plan
	Mileage Rate	Meals/Day		Competitive Service		Noncompetitive Service		
		In-State	Out-of-State	Budget	Actual	Budget	Actual	
Alamance	29.5¢	\$30.00	\$30.00	269	254	405	390	2.5% after 5 years; 4.0% after 10 years; 5.0% after 15 years; 6.0% after 20 years
Alexander	34.5¢	29.00	29.00	no data	no data	no data	no data	1.5% after 5 years; increases 0.1% per year to a maximum of 4.0% at 30 years
Alleghany	32.0¢	30.00	30.00	2	2	96	93	1.0% after 5 years; 2.0% after 10 years; 3.0% after 15 years; 4.0% after 20 years
Anson	34.5¢	29.00	29.00	85	85	180	180	1.0% after 3 years; 2.0% after 5 years; 4.0% after 10 years; 6.0% after 15 years; 8.0% after 20 years
Ashe	25.0¢	28.00	28.00	no data	no data	153	151	2.5% step increments after years 4, 7, 9, 11, 13, 15, 16, 18, 20, 22, 24, 26, 28, 30
Avery	28.0¢	20.30	20.25	no data	no data	no data	no data	none
Beaufort	30.0¢	22.00	22.00	142	139	198	190	5.0% added to salary on each 3-year anniversary
Bertie	36.5¢	28.00	28.00	no data	no data	no data	no data	none
Bladen	36.0¢	21.00	26.00	141	137	180	168	1.0% after 5 years; 1.50% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Brunswick	36.5¢	no data	no data	236	206	497	456	1.5% after 5 years; 2.25% after 10 years; 3.0% after 15 years; 4.0% after 20 years; 5.0% after 25 years
Buncombe	36.5¢	26.00	varied	no data	no data	no data	no data	\$25 after hire; \$50 after 1 year; 1.25% after 5 years; 1.5% after 10 years; 1.70% after 20 years; 2.0% after 25 years
Burke	32.0¢	no data	no data	208	202	284	280	2.0% after 10 years; 4.0% after 15 years; 6.0% after 20 years
Cabarrus	36.5¢	30.00	30.00	7	7	819	782	none
Caldwell	34.0¢	29.00	36.00	n/a	n/a	n/a	n/a	\$400 after 5 years, increases \$50 each year thereafter to \$600
Camden	34.5¢	21.00	21.00	13	13	52	52	none
Carteret	36.5¢	25.00	35.00	no data	no data	no data	no data	\$50 first year plus \$20 for each additional year of service
Caswell	30.0¢	35.00	35.00	116	116	109	109	1.0% after 5 years; 2.0% after 10 years; 3.0% after 15 years; 4% after 20 years
Catawba	34.5¢	n/a	n/a	600	475	500	450	2.5% after 5 years, 3.0% after 10 years, 3.5% after 15 years, 4.0% after 20 years
Chatham	27.5¢	24.00	27.00	no data	no data	no data	no data	none
Cherokee	31.0¢	30.00	30.00	no data	no data	no data	no data	1.0% after 5 years; 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Chowan	36.5¢	actual cost	actual cost	40	36	102	102	none
Clay								
Cleveland	28.0¢	29.50	31.50	379	354	315	309	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Columbus	30.0¢	30.00	30.00	no data	no data	no data	no data	0.75% after 5 years; 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years
Craven	34.5¢	actual cost	actual cost	331	320	231	228	\$200 after 5 years, increases \$25 per year. to a Maximum of \$1000
Cumberland	32.5¢	actual cost	actual cost	1,463	1,143	1,386	1,194	.75% after 3 years; 1.0% after 5 years; 1.25% after 7 years; 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Currituck	36.5¢	34.00	based on area	30	30	206	184	One step increase after 5 years then one additional step every 3 years with satisfactory performance
Dare	36.5¢	no data	no data	141	no data	577	no data	2.0% after 5 years; 4.0% after 10 years; 6.0% after 15 years
Davidson	34.0¢	\$8 w/o receipt	\$8 w/o receipt	no data	no data	no data	no data	\$35 per year after 3 years; \$50 per year after 10 years; \$75 after 20 years
Davie	31.0¢	actual cost	actual cost	no data	no data	no data	no data	none
Duplin	33.0¢	actual cost	actual cost	174	171	236	225	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Durham	no data	45.00	45.00	924	787	944	848	\$400 after 5 years; \$500 after 10 years; \$600 after 15 years; \$700 after 20 years; \$800 after 25 years
Edgecombe	31.0¢	actual cost	actual cost	333	320	177	174	2.5% after 5 years; 4.0% after 10 years;

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Forsyth	36.5¢	actual cost	actual cost	166	159	233	225	5.0% after 15 years; 6.0% after 20 years; 6.5% after 25 years
Franklin	36.5¢	actual cost	actual cost	166	159	233	225	\$300 after 3 years; \$400 after 8 years; \$500 after 12 years; \$600 after 17 years; \$700 after 21 years; \$800 after 25 years; \$900 after 30 years; \$1,000 after 34 years; \$1,100 after 38 years; \$1,200 after 41 years
Gaston	no data	no data	no data	no data	no data	no data	no data	1.5% after 8 years; 2.5% after 11 years; 3.5% after 14 years; 4.5% after 17 years; 5.0% after 20 years
Gates	30.0¢	actual cost	actual cost	18	18	41	41	none
Graham	29.0¢	\$20.00	\$20.00	no data	no data	90	90	none
Granville	28.0¢	no data	no data	no data	no data	no data	no data	none
Greene	34.5¢	actual cost	actual cost	62	58	78	75	none
Guilford	36.5¢	29.00	40.00	1,327	no data	1,167	no data	\$500 after 5 years, then an additional \$75 per year. Maximum of \$2,375
Halifax	24.5¢	29.00	39.00	no data	no data	no data	no data	2.0% after 5 years; 3.0% after 10 years
Harnett	31.0¢	28.00	28.00	60	15	10	10	1.0% after 5 years; 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.50% after 25 years
Haywood	30.0¢	20.00	no data	no data	no data	no data	no data	2.0% after 5 years; 2.5% after 10 years; 3.0% after 15 years; 3.5% after 20 years; 4.0% after 30 years
Henderson	36.5¢	actual cost	actual cost	246	229	400	386	4.0% after 2 years
Hertford	32.0¢	31.00	36.00	no data	no data	no data	no data	none
Hoke	30.0¢	25.00	25.00	102	86	183	179	2.5% increase after 1 year, 2 years, 5 years, 8 years, 11 years
Hyde	23.0¢	27.50	27.50	no data	no data	no data	no data	\$250 after 5 years; \$400 after 10 years; \$550 after 15 years; \$700 after 20 years
Iredell	36.5¢	no data	no data	no data	no data	no data	no data	none
Jackson	34.5¢	55.00	67.00	no data	no data	no data	no data	\$50 after 2 years for each year of service
Johnston	36.5¢	actual cost	actual cost	n/a	n/a	n/a	n/a	\$300 after 5 years; \$450 after 10 years; \$600 after 15 years; \$750 after 20 years
Jones	28.0¢	no data	no data	45	44	55	54	none
Lee	36.5¢	fed. per diem	fed. per diem	140	137	204	204	2.0% after 5 years; 3.0% after 10 years; 4.0% after 15 years; 5.0% after 20 years; 6.0% after 25 years
Lenoir	no data	actual cost	actual cost	206	189	236	236	none
Lincoln	no data	actual cost	actual cost	206	189	236	236	none
McDowell	27.0¢	25.00	25.00	no data	no data	no data	no data	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Macon	36.5¢	29.50	actual cost	no data	no data	no data	no data	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Madison	no data	actual cost	actual cost	no data	no data	no data	no data	\$300 after 5 years; \$400 after 10 years; \$500 after 15 years; \$600 after 20 years
Martin	no data	actual cost	actual cost	no data	no data	no data	no data	1.0% after 10 years; 2.0% after 15 years; 3.0% after 20 years; 4.0% after 25 years
Mecklenburg	32.0¢	actual cost	actual cost	no data	no data	no data	no data	1.0% after 10 years; 1.5% after 15 years; 2.0% after 20 years; 2.5% after 25 years
Mitchell	32.5¢	30.00	30.00	81	80	90	89	1.0% after 10 years; 1.5% after 15 years; 2.0% after 20 years; 2.5% after 25 years
Montgomery	34.5¢	28.00	30.00	no data	no data	no data	no data	1.0% after 5 years; 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Moore	36.5¢	28.00	28.00	164	157	471	462	1.0% after 3 years; 2.0% after 6 years; 3.0% after 11 years; 4.0% after 16 years; 5.0% after 21 years
Nash	no data	actual cost	actual cost	297	292	296	291	2.5% after 5 years; 4.0% after 10 years; 5.0% after 15 years; 6.0% after 20 years; 6.5% after 25 years
New Hanover	36.5¢	30.00	30.00	no data	no data	1,356	1,295	none
Northampton	30.0¢	actual cost	actual cost	125	120	130	127	2.5% after 10 years; 2.75% after 15 years; 3.0% after 20 years; 4.25% after 25 years
Onslow	34.5¢	no data	no data	600	no data	750	no data	\$200 after 5 years; \$300 after 10 years; \$400 after 15 years; \$500 after 20 years; \$600 after 25 years; \$700 after 30 years; \$800 after 35 years; \$1,000 after 45 years
Orange	36.5¢	26.00	33.00	238	224	516	490	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years
Pamlico	36.5¢	varies	varies	no data	no data	no data	no data	1.5% after 5 years; 2.25% after 15 years;

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		In-State	Out-of-State	Budget	Actual	Budget	Actual	
Pasquotank	34.5¢	\$28.00	\$30.00	84	84	151	146	3.25% after 20 years; 4.25% after 25 years
Pender	34.5¢	30.00	30.00	129	129	185	185	2.5% after 2 years; 2.5% after 4 years; 2.5% after 6 years; 2.5% after 8 years; 5.0% after 10 years
Perquimans	30.0¢	actual cost	actual cost	25	24	103	103	1.0% after 5 years; 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Person	36.5¢	no data	no data	128	124	122	120	none
Pitt	no data	28.00	28.00	no data	no data	no data	no data	none
Polk	34.0¢	actual cost	actual cost	26	26	124	124	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Randolph	32.0¢	25.00	25.00	220	220	439	439	\$100 after 1 year; \$400 after 5 years; \$600 after 10 years; \$750 after 15 years; \$1000 after 20 years
Richmond	30.0¢	30.00	30.00	150	150	165	165	none
Robeson	25.5¢	28.00	30.00	530	473	477	450	1.0% after 5 years; 2.0% after 10 years; 3.0% after 15 years; 4.0% after 20 years; 5% after 25 years
Rockingham	36.5¢	25.00	25.00	334	325	414	403	1.5% after 6 years; 2.0% after 8 years; 2.5% after 10 years; 3.0% after 12 years; 3.5% after 14 years; 4.0% after 16 years; 4.5% after 18 years; 5.0% after 20 years
Rowan	31.0¢	actual cost	actual cost	n/a	n/a	no data	no data	none
Rutherford	36.5¢	state per diem	state per diem	100	98	249	249	1.0% after 5 years; 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Sampson	32.0¢	actual cost	actual cost	154	150	348	329	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Scotland	36.5¢	actual cost	actual cost	152	146	165	159	\$200 after 5 years; \$325 after 10 years; \$450 after 15 years; \$575 after 20 years; \$700 after 25 years
Stanly	36.5¢	28.00	30.00	137	127	237	234	1.5% after 5 years; 2.25% after 10 years; 3.25% after 15 years; 4.5% after 20 years; 5.25% after 25 years
Stokes	35.0¢	29.50	29.50	n/a	n/a	no data	no data	none
Surry	36.5¢	28.00	28.00	426	307	496	417	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Swain	36.5¢	28.00	30.00	52	49	120	118	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Transylvania	30.0¢	25.00	25.00	101	92	183	178	2.0% after 5 years; 3.0% after 10 years; 4.0% after 15 years; 5.0% after 20 years; maximum of \$1,250.
Tyrrell	34.5¢	actual cost	actual cost	15	15	40	39	one-third of 1% after 2 years
Union	36.5¢	actual cost	actual cost	no data	no data	no data	no data	none
Vance	31.0¢	actual cost	actual cost	no data	no data	no data	no data	\$50 after 1 year; \$100 after 2 years; \$200 after 5 years; \$300 after 10 years; \$400 after 15 years; \$500 after 20 years; \$750 after 25 years; \$1,000 after 30 years
Wake	36.5¢	34.00	42.00	no data	no data	no data	no data	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years. Program being phased out. Employees hired after 1995 not eligible.
Warren	32.0¢	30.00	40.00	116	110	149	147	none
Washington	31.0¢	25.00	25.00	no data	50	no data	93	1.0% after 5 years; 1.5% after 10 years; 2.0% after 15 years; 2.5% after 20 years; 3.0% after 25 years
Watauga	no data	28.00	28.00	49	49	187	183	\$100 after 10 years; \$150 after 15 years; \$200 after 20 years; \$250 after 25 years
Wayne	31.0¢	actual cost	actual cost	461	431	366	313	1.5% after 10 years; 2.0% after 15 years; 2.5% after 20 years; 3.0% after 25 years
Wilkes	27.0¢	25.00	25.00	no data	241	no data	154	none
Wilson	36.5¢	no data	no data	261	no data	299	no data	2.5% after 5 years; 3.0% after 10 years; 3.5% after 15 years; 4.0% after 20 years
Yadkin	31.0¢	20.00	20.00	100	100	150	150	0.25% after 10 years; 0.5% after 15 years; 0.75% after 20 years; 1.0% after 25 years
Yancey	34.5¢	23.50	23.50	no data	no data	no data	no data	2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years