

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

January 2004

County	Reimbursements			Number of Positions				Longevity Pay Plan
	Mileage Rate	Meals/Day		Budgeted	Filled	On Call Compensation		
		In-State	Out-of-State			Provided	Basis	
Alamance	36.5¢	\$30.00	\$30.00	695	no data	no	n/a	2.5% after 5 years; 4.0% after 10 years; 5.0% after 15 years; 6.0% after 20 years
Alexander								
Alleghany	32.0¢	30	30	95	94	yes	both ²	1.0% after 5 years; 2.0% after 10 years; 3.0% after 15 years; 4.0% after 20 years
Anson	36.5¢	no data	no data	235	no data	no data	n/a	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	28	155	154	yes	cash	2.5% step increments after years 4, 7, 9, 11, 13, 15, 16, 18, 20, 22, 24, 26, 28, 30
Avery	no data	20.25	20.25	no data	no data	no data	n/a	none
Beaufort	30.0¢	22	22	no data	no data	yes	cash ⁷	5.0% added to salary on each 3-year anniversary
Bertie	36.0¢	28	28	142	147	yes	time off	none
Bladen	36.0¢	21	26	315	305	yes	cash ²⁷	1.5% after 5 years; 2.25% after 10 years; 3.00% after 15 years; 4.00% after 20 years; 5.00 % after 25 years
Brunswick	36.0¢	no data	no data	739	685	yes	cash	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
Buncombe	36.0¢	varied	varied	no data	no data	no	n/a	\$25 after hire; \$50 after 1 year; 1.25% after 5 years; 1.5% after 10 years; 1.75% after 20 years; 2.0% after 25 years
Burke	33.0¢	no data	no data	no data	561	yes	time off	2.0% after 10 years; 4.0% after 15 years; 6.0% after 20 years
Cabarrus	36.0¢	30	30	813	783	yes	cash ²²	none
Caldwell	34.0¢	29	36	512	500	yes	both	\$400 after 5 years, increases \$50 each year thereafter to \$600
Camden	36.0¢	21	21	80	77	no data	no data	none
Carteret	36.0¢	25	no data	350	341	yes	time off	\$50 first year plus \$20 for each additional year of service
Caswell	36.0¢	35	35	250	no data	yes	no data	1.0% after 5 years; 2.0% after 10 years; 3.0% after 15 years; 4% after 20 years
Catawba	34.5¢	35	actual costs	1100	1050	no	n/a	2.5% after 5 years, 3.0% after 10 years, 3.5% after 15 years, 4.0% after 20 years
Chatham	28.0¢	24	27	350	320	yes	cash ²⁶	none
Cherokee	31.0¢	30	30	224	222	no	n/a	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	36.0¢	actual cost	actual cost	102	102	yes	both ¹⁹	none
Clay	31.0¢	26	26	no data	no data	yes	no data	none
Cleveland	28.0¢	29.5	31.5	693	657	no	n/a	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Columbus	no data	30	30	725	721	yes	time off	0.75% after 5 years; 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years
Craven	36.0¢	actual cost	actual cost	586	569	yes	cash	\$200 after 5 years, increases \$25 per year to a Maximum of \$1000
Cumberland	37.0¢	actual cost	actual cost	2,543	2,229	yes	both ¹⁷	.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	36.0¢	34	based on area	260	254	no data	no data	One step increase after 5 years then one additional step every 3 years with satisfactory performance
Dare	36.0¢	per diem	per diem	no data	no data	yes	time off	2.0% after 5 years; 4.0% after 10 years; 6.0% after 15 years
Davidson	no data	\$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								
Duplin	33.0¢	actual cost	actual cost	441	434	no data	no data	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Durham	34.5¢	45	45	1813.87	1818	yes	time off ¹⁰	\$400 after 5 years; \$500 after 10 years; \$600 after 15 years; \$700 after 20 years; \$800 after 25 years

County	Reimbursements			Number of Positions		On Call Compensation		Longevity Pay Plan
	Mileage Rate	Meals/Day		Budgeted	Filled	Provided	Basis	
		In-State	Out-of-State					
Edgecombe	31.0¢	actual cost	actual cost	502	476	yes	cash ¹³	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
Forsyth	36.0¢	35	45	1920	1797	yes	varies	\$680 after 7 years, increases \$40 per year to maximum of \$2000
Franklin	36.0¢	actual cost	actual cost	400	384	yes	cash	\$300 after 3 years; \$400 after 8 years; \$500 after 12 years; \$600 after 17 years; \$700 after 21 years; \$800 after 26 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			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	72	72	no	n/a	none
Graham	29.0¢	\$20.00	\$20.00	152	152	yes	cash	none
Granville	28.0¢	no data	no data	no data	no data			none
Greene	34.5¢	actual cost	actual cost	140	136	yes	cash	none
Guilford	36.0¢	29	40	2,641	2495	yes	time off	\$500 after 5 years, then an additional \$100 per year. Maximum of \$3,000
Halifax	24.5¢	29	39	655	566	yes	cash ¹²	2.0% after 5 years; 3.0% after 10 years
Harnett	31.0¢	28	28	625	620	yes	time ⁴	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¢	30	30	521	520	no	n/a	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	36.0¢	actual cost	actual cost	666	645	yes	cash	4.0% after 2 years
Hertford	32.0¢	31	36	no data	no data			none
Hoke	30.0¢	25	25	275	254	yes	cash	0.5% increase after 1 year; 0.75% after 11 years;
Hyde								1.00% after 15
Iredell	36.0¢	no data	no data	792	no data	yes	cash ⁶	none
Jackson	34.5¢	55	67	315	310	yes	cash ¹⁸	\$50 after 2 years for each year of service
Johnston	36.0¢	actual cost	actual cost	no data	797	yes	cash	\$300 after 5 years; \$450 after 10 years; \$600 after 15 years; \$750 after 20 years
Jones	28.0¢	no data	no data	no data	no data	yes	cash ⁹	none
Lee	36.0¢	fed. per diem	fed. per diem	355	355	yes	cash ¹¹	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	32.5¢	actual cost	actual cost	414	395	no data	n/a	none
Lincoln	no data	35	35	no data	no data	yes	cash	none
McDowell	27.0¢	25	25	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	36.0¢	29.5	actual cost	330	327	no	n/a	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Madison								
Martin	no data	actual cost	actual cost	208	208	no	n/a	\$300 after 5 years; \$400 after 10 years; \$500 after 15 years; \$600 after 20 years
Mecklenburg	32.0¢	actual cost	actual cost	5696	4786	no	n/a	1.0% after 10 years; 2.0% after 15 years; 3.0% after 20 years; 4.0% after 25 years
Mitchell	32.5¢	30	30	181	181	no data	no data	1.0% after 10 years; 1.5% after 15 years; 2.0% after 20 years; 2.5% after 25 years
Montgomery	36.0¢	28	30	190	182	yes	both ²	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	36.0¢	28	28	633	592	yes	cash ²⁰	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	36.0¢	actual cost	actual cost	575	no data	yes	cash ²¹	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	30	1403	1345	yes	cash	none
Northampton	34.0¢	actual cost	actual cost	264	258	yes	cash ⁸	2.5% after 10 years; 2.75% after 15 years; 3.0% after 20 years; 4.25% after 25 years
Onslow	34.0¢	28	28	1350	no data	no	n/a	\$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; \$1000 after 45 years

County	Reimbursements			Number of Positions				Longevity Pay Plan
	Mileage Rate	Meals/Day		Budgeted	Filled	On Call Compensation		
		In-State	Out-of-State			Provided	Basis	
Orange	36.5¢	26	33	776	726	no	n/a	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years
Pamlico	36.0¢	actual cost	actual cost	no data	no data	no	n/a	1.5% after 5 years; 2.25% after 15 years; 3.25% after 20 years; 4.25% after 25 years
Pasquotank	36.0¢	28	30	282	282	yes	cash	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
Pender	34.5¢	30	30	299	299	yes	time off	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
Perquimans	30.0¢	actual cost	actual cost	96	88	yes	cash ²³	none
Person	36.0¢	no data	no data	no data	285	yes	time off	none
Pitt	36.0¢	28	28	no data	no data	no data	n/a	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Polk	34.0¢	actual cost	actual cost	171	170	yes	time off ¹⁰	\$100 after 1 year; \$400 after 4 years; \$600 after 9 years; \$750 after 14 years; \$1000 after 20 years
Randolph	36.0¢	25	25	676	670	yes	cash ²⁴	none
Richmond	35.0¢	no data	no data	325	325	no data	n/a	none
Robeson	27.0¢	28	30	1031	976	yes	time off	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	36.0¢	25	25	763	707	yes	cash	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	36.0¢	actual cost	actual cost	716	678	yes	time off ²⁵	none
Rutherford	36.0¢	actual cost	actual cost	348	no data	yes	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
Sampson	32.0¢	actual cost	actual cost	530	481	no	n/a	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Scotland	36.0¢	actual cost	actual cost	325	313	yes	cash ¹⁶	\$200 after 5 years; \$325 after 10 years; \$450 after 15 years; \$575 after 20 years; \$700 after 25 years
Stanly	36.0¢	28	30	no data	no data	yes	time off ⁵	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	34.5¢	29	29	267	250	yes	cash	none
Surry	36.0¢	28	28	772	719	yes	both ¹⁵	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Swain	36.0¢	28	30	220	218	yes	cash ¹⁴	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Transylvania	30.0¢	25	25	278	269	no data	no data	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	36.0¢	no data	no data	no data	no data	no data	no data	one-third of 1% after 2 years
Union	36.0¢	actual cost	actual cost	830.8	793	yes	both ⁹	none
Vance	31.0¢	actual cost	actual cost	350	325	yes	time off	\$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	36.05¢	34	42	3380	3108	no	n/a	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 6/16/1995 not eligible.
Warren	32.0¢	30	40	260	251	yes	both	none
Washington	no data	25	25	no data	144	yes	cash ¹	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	34.0¢	28	28	232	232	yes	time off	\$100 after 10 years; \$150 after 15 years; \$200 after 20 years; \$250 after 25 years
Wayne	31.0¢	25	25	783	709	no	n/a	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
Wilkes	30.0¢	30	30	no data	443	yes	time off	none
Wilson	36.0¢	no data	no data	656	no data	yes	no data	2.5% after 5 years; 3.0% after 10 years; 3.5% after 15 years; 4.0% after 20 years

County	Reimbursements			Number of Positions		On Call Compensation		Longevity Pay Plan
	Mileage Rate	Meals/Day		Budgeted	Filled	Provided	Basis	
		In-State	Out-of-State					
Yadkin	31.0¢	29.5	29.5	no data	250	yes	time off	0.50% after 10 years; 0.75% after 15 years; 1.0% after 20 years; 1.25% after 25 years; 1.5% after 30 years
Yancey	no data	no data	no data	no data	no data	yes	cash ¹	2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years

1. \$50/week
2. Social services are paid, others receive time off
3. 7.5% added to base pay if paid or 1.5 time off if comp time
4. Two-hour minimum
5. \$10/day for weekdays, \$15/day for weekends
6. \$25/evening
7. 1.5 normal rate when called
8. \$20/day for Health and DSS
9. \$100 per week. Social Services CPS only
10. One hour per day on call
11. \$100 per week.
12. \$120 per week. (\$12 Mo-Th, \$24 Fr-Su)
13. \$.08 per hour of standby time
14. \$2.00 per hour
15. Employee's choice; \$20.50/hour (nurses) if choose cash
16. EMS \$100, DSS and Health \$200, sheriff \$250
17. Employee choice of cash or time off
18. Sheriff/Animal Shelter \$100/wk, DSS \$24.50/hr
19. DSS \$50/weekend
20. \$10/day Monday-Thursday, \$20/day Friday-Sunday, \$30/holiday
21. \$10/day Monday-Friday, \$20/day Saturday-Sunday, \$40/holiday
22. 5.0% premium
23. \$100 per weekend
24. \$90 per week
25. Four hours comp time per week
26. \$15/weeknight, \$40/weekend
27. \$0.60/hour