

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

January 2005

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	730	699	no	n/a	2.5% after 5 years; 4.0% after 10 years; 5.0% after 15 years; 6.0% after 20 years
Alexander	34.5¢	no data	no data	325	319	yes	cash	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	95	93	yes	both 1	1.0% after 5 years; 2.0% after 10 years; 3.0% after 15 years; 4.0% after 20 years
Anson	37.5¢	\$29.00	\$29.00	230	227	yes	cash	None
Ashe	37.5¢	actual costs	actual costs	159	155	yes	cash 21	2.5% step increments after years 4, 7, 9, 11, 13, 15, 16, 18, 20, 22, 24, 26, 28, 30
Avery								
Beaufort	32.0¢	\$22.00	\$22.00	347	320	no	n/a	none
Bertie	37.5¢	\$28.00	\$28.00	140	136	yes	time off	none
Bladen	37.5¢	\$21.00	\$26.00	332	327	yes	cash 20	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	no data	actual costs	actual costs	789	702	yes	cash 7	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	37.5¢	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	34.0¢	no data	no data	no data	585	yes	time off	2.0% after 10 years; 4.0% after 15 years; 6.0% after 20 years
Cabarrus	37.5¢	\$38.00–\$46.00	\$34.00	897	866	yes	cash	none
Caldwell	34.0¢	\$29.00	\$36.00	503	485	yes	both	\$400 after 5 years, increases \$50 each year thereafter to \$600
Camden	36.0¢	actual costs	actual costs	80	76	no data	no data	none
Carteret	37.5¢	\$25.00	\$35.00	352	350	no	n/a	\$50 first year plus \$20 for each additional year of service
Caswell	37.5¢	\$35.00	\$35.00	274	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	36.0¢	\$32.00	\$32.00	1050	975	no	n/a	2.5% after 5 years, 2.6% after 6 years, 2.7% after 7 years, 3.5% after 15 years 5.0% after 30 years
Chatham	27.5¢	\$24.00	\$30.00	360	340	yes	time off	none
Cherokee	31.0¢	\$30.00	\$30.00	228	225	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	37.5¢	actual cost	actual cost	150	150	yes	cash	none
Clay	36.0¢	no data	\$26.00	150	no data	yes	no data	none
Cleveland	30.0¢	\$29.50	\$31.50	705	no data	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	\$30.00	\$30.00	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	37.5¢	actual cost	actual cost	600	570	yes	cash	\$200 after 5 years, increases \$25 per year. to a Maximum of \$1000
Cumberland	37.5¢	\$31 per diem or \$46 with receipts	\$31 per diem or \$46 with receipts	2,518	2,219	yes	both 13	.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	37.0¢	no data	no data	276	274	yes	cash	One step increase after 5 years then one additional step every 3 years with satisfactory performance
Dare	37.5¢	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	36.0¢	\$8 w/o receipt	\$8 w/o receipt	1970	1705	yes	cash	\$35 per year after 3 years; \$50 per year after 10 years; \$75 after 20 years
Davie	31.0¢	actual cost	actual cost	399	358	yes	both	\$50 after 1 year then \$30 more each succeeding year
Duplin								
Durham	37.5¢	\$35.00	no data	1845	1756	yes	time off 7	\$400 after 5 years; \$500 after 10 years; \$600 after 15 years; \$700 after 20 years; \$800 after 25 years
Edgecombe	34.0¢	actual cost	actual cost	497	478	yes	cash 10	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

County	Reimbursements			Number of Positions			On Call Compensation			Longevity Pay Plan
	Mileage Rate	Meals/Day		Budgeted	Filled	Provided	Basis			
		In-State	Out-of-State							
Forsyth	37.5¢	\$35.00	\$45.00	1,926	1,828	yes	varies	23	\$680 after 7 years, increases \$40 per year to maximum of \$2000	
Franklin	37.5¢	actual cost	actual cost	411	396	yes	cash	19	\$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	37.5¢	\$28.00	\$28.00	1,430	1,328	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	36.0¢	actual cost	actual cost	no data	no data	no	n/a		none	
Graham	29.0¢	\$20.00	\$20.00	155	155	yes	cash		none	
Granville	30.0¢	no data	no data	266	266	yes	no data		none	
Greene	no data	actual cost	actual cost	166	163	yes	cash		none	
Guilford	37.5¢	no data	no data	2,668	2,514	yes	time off		\$500 after 5 years, then an additional \$100 per year. Maximum of \$3,000	
Halifax	30.0¢	\$29.00	\$39.00	709	610	yes	cash	9	2.0% after 5 years; 3.0% after 10 years	
Harnett	35.0¢	\$28.00	\$28.00	679	652	yes	no data		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	36.0¢	\$30.00	\$30.00	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	
				534	534	no	n/a		3.0% after 15 years; 3.5% after 20 years; 4.0% after 30 years	
Henderson	37.5¢	actual cost	actual cost	671	651	yes	cash		4.0% after 2 years	
Hertford	36.0¢	\$41.00	\$46.00	no data	no data	no data	no data		none	
Hoke	30.0¢	no data	no data	315	288	no data	no data		2.5% increase after 1 year and 2 years, then 2.5% every third year through 32 years	
Hyde	36.0¢	\$20.00	\$20.00	136	123	yes	cash	9	\$250 after 5 years; \$400 after 10 years; \$550 after 15 years; \$700 after 20 years	
Iredell	37.5¢	no data	no data	802	no data	yes	cash	4	none	
Jackson	34.5¢	\$55.00	\$67.00	315	310	yes	cash	14	\$50 after 2 years for each year of service	
Johnston	37.5¢	actual cost	actual cost	no data	799	yes	cash		\$300 after 5 years; \$450 after 10 years; \$600 after 15 years; \$750 after 20 years	
Jones	31.0¢	no data	no data	113	104	yes	cash	6	none	
Lee	37.5¢	fed. per diem	fed. per diem	350	349	yes	cash	8	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	37.5¢	\$40.00	\$40.00	414	396	yes	both	24	none	
Lincoln	no data	\$35.00	\$35.00	501	no data	no data	no data		none	
McDowell	27.0¢	\$25.00	\$25.00	265	261	no	n/a		1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years	
Macon	37.5¢	\$29.50	actual cost	330	321	no	n/a		1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.25% after 25 years	
Madison										
Martin	37.5¢	actual cost	actual cost	208	206	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	5,641	5,054	no	n/a		1.0% after 10 years; 2.0% after 15 years; 3.0% after 20 years; 4.0% after 25 years	
Mitchell	no data	\$30.00	\$30.00	176	176	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	37.5¢	\$28.00	\$30.00	193	184	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	37.5¢	\$28.00	\$28.00	560	545	yes	cash	15	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	37.5¢	actual cost	actual cost	no data	no data	yes	cash	16	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	37.5¢	\$33.00	\$33.00	1,444	1,389	yes	cash	25	none	
Northampton	36.0¢	actual cost	actual cost	278	267	yes	cash	5	2.5% after 10 years; 2.75% after 15 years; 3.0% after 20 years; 4.25% after 25 years	
Onslow	35.5¢	actual cost	actual cost	1,400	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	
Orange	37.5¢	\$26.00	\$33.00	822	772	no	n/a		1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years	



1. Social Services are paid, others receive time off
2. 7.5% added to base pay if paid or 1.5 time off if comp time
3. \$10/day for weekdays, \$15/day for weekends
4. \$25/evening
5. \$20/day for Health and DSS
6. \$100 per week; Social Services CPS only
7. One hour per day of on-call
8. \$100 per week.
9. \$120 per week (\$12 Monday–Thursday, \$24 Friday–Sunday)
10. Eight hours per week of on-call standby time
11. \$2.00 per hour
12. EMS \$100; DSS & Health \$200
13. Employee choice of cash or time off
14. Sheriff/Animal Shelter \$100/wk; DSS \$24.50/hr.
15. \$10/day Monday–Thursday; \$20/day Friday–Sunday; \$30/holiday
16. \$10/day Monday–Friday; \$20/day Saturday–Sunday; \$40/holiday
17. \$100 per weekend
18. \$90 per week/\$30 per holiday
19. Four hours comp time per week
20. \$15/weeknight; \$40/weekend
21. \$0.60/hour
22. \$35/weeknight; \$120 weekend; \$60 holiday
23. \$50/weekend
24. No countywide policy; up to each department
25. DSS \$100/week; DSS Supervisor \$50/week; Animal Control \$50/week
26. 6.25% of hourly rate times number of hours on call