

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

January 2006

County	Reimbursements			Number of Positions			On Call Compensation			Longevity Pay Plan
	Mileage Rate	Meals/Day In-State	Out-of-State	Budgeted	Filled	Provided	Basis	Note		
Alamance	48.5¢	\$30.00	\$30.00	848	714	no	n/a		2.5% after 5 years; 4.0% after 10 years; 5.0% after 15 years; 6.0% after 20 years	
Alexander	no data	no data	no data	no data	no data	yes	both		1.5% after 5 years; increases 0.1% per year to a maximum of 4.0% at 30 years	
Alleghany	40.5¢	40	40	102	100	yes	cash	1	1.0% after 5 years; 2.0% after 10 years; 3.0% after 15 years; 4.0% after 20 years	
Anson	48.5¢	29	29	251	no data	yes	cash	31	1.0% after 3 years; 2.0% after 50 years; 4.0% after 10 years; 6.0% after 15 years 8.0% after 20 years	
Ashe	48.5¢	IRS guidelines	IRS guidelines	168	168	yes	cash	20	2.5% step increments after years 4, 7, 9, 11, 13, 15, 16, 18, 20, 22, 24, 26, 28, and 30	
Avery	38.0¢	25	25	no data	150	yes	time off		2.0% after 2 years; 3.0% after 4 years; 4.0% after 6 years; 5.0% after 10 years; 5.0% after 15 years	
Beaufort	37.5¢	31.75	31.75	324	300	no	n/a		none	
Bertie	40.5¢	28	28	142	137	yes	time off		none	
Bladen	48.5¢	no data	no data	425	425	yes	no data		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	no data	no data	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	48.5¢	no data	no data	no data	no data	yes	no data		\$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	36.0¢	actual costs	actual costs	no data	494	yes	time off		2.0% after 10 years; 4.0% after 15 years; 6.0% after 20 years	
Cabarrus	no data	35	35	944	875	yes	cash	31	none	
Caldwell	37.0¢	no data	no data	550	550	yes	time off		\$450 after 5 years, increases \$50 each year thereafter (no limit)	
Camden	48.5¢	21	21	80	80	no data	no data		1.0% after 3 years; 1.5% after 5 years; 2.0% after 10 years; 2.5% after 15 years; 3.0% after 20 years	
Carteret	48.5¢	25	35	372	368	no	n/a		\$50 first year plus \$20 for each additional year of service	
Caswell	40.5¢	30	30	no data	274	yes	both		1.0% after 5 years; 2.0% after 10 years; 3.0% after 15 years; 4% after 20 years	
Catawba	48.5¢	32	32	1084	1001	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	40.5¢	30	30	385	360	yes	cash	20	none	
Cherokee	35.0¢	30	30	231	227	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	48.5¢	actual cost	actual cost	150	150	yes	cash		none	
Clay	38.0¢	29.5	31.5	729	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	
Cleveland	48.5¢	no data	no data	730	730	yes	time off		0.75% after 5 years; 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years	
Craven	48.5¢	actual cost	actual cost	600	870	yes	cash		\$200 after 5 years, increases \$25 per year. to a Maximum of \$1000	
Cumberland	48.5¢	no data	no data	2,587	2,243	yes	time off		0.75% 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	48.5¢	39	46	316	312	yes	cash	21	4.0% after 5 years; 6.0% after 8 years; 8.0% after 11 years; 10.0% after 14 years; 12.0% after 17 years	
Dare	40.5¢	per diem	per diem	695	670	yes	no data		2.0% after 5 years; 4.0% after 10 years; 6.0% after 15 years	
Davidson	48.0¢	\$8 w/o receipt	\$8 w/o receipt	936	812	yes	cash		\$35 per year after 3 years; \$50 per year after 10 years; \$75 after 20 years	
Davie										
Duplin	35.0¢	actual cost	actual cost	589	547	no	n/a		none	

County	Reimbursements			Number of Positions			On Call Compensation			Longevity Pay Plan
	Mileage Rate	Meals/Day		Budgeted	Filled	Provided	Basis	Note		
		In-State	Out-of-State							
Durham	37.5¢	35	no data	1898	1735	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	40.5¢	actual cost	actual cost	536	490	yes	both	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	
Forsyth	48.5¢	35	45	2067	2037	yes	time off		\$680 after 7 years, increases \$40 per year to maximum of \$2000	
Franklin	48.5¢	30	68	420	394	yes	cash	18	\$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	1403	1346	yes	cash		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 (no plan for those hired after 10/24/2002)	
Gates	48.5¢	actual cost	actual cost	90	81	no	n/a		none	
Graham	29.0¢	35	35	138	138	no data	n/a		none	
Granville	no data	no data	no data	no data	no data	yes	cash		none	
Greene	no data	actual cost	actual cost	169	168	yes	cash		none	
Guilford	48.5¢	no data	no data	2717	2589	yes	time off		\$500 after 5 years, then an additional \$100 per year. Maximum of \$3,000	
Halifax	40.0¢	29	39	550	516	yes	cash		2.0% after 5 years; 3.0% after 10 years	
Harnett	no data	no data	no data	no data	no data	yes	cash	3	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	48.5¢	31	31	517	517	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	48.5¢	actual cost	actual cost	728	693	yes	cash		4.0% after 2 years	
Hertford	40.5¢	41	46	no data	no data	no data	no data		none	
Hoke	no data	25	25	35	308	no	n/a		2.5% increase after 1 year and 2 years, then 2.5% every third year through 32 years	
Hyde	37.0¢	30.5	30.5	142	139	yes	cash	9	\$250 after 5 years; \$400 after 10 years; \$550 after 15 years; \$700 after 20 years	
Iredell	48.5¢	actual cost	actual cost	843	799	yes	cash	4	none	
Jackson	34.5¢	32	36	315	310	yes	cash	13	none	
Johnston	48.5¢	actual cost	actual cost	no data	809	yes	cash		\$300 after 5 years; \$450 after 10 years; \$600 after 15 years; \$750 after 20 years	
Jones	34.0¢	no data	no data	102	98	yes	cash	6	none	
Lee	40.5¢	fed. per diem	fed. per diem	363	350	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	40.5¢	actual cost	actual cost	425	407	yes	time off		none	
Lincoln	no data	40	40	537	no data	no data	no data		none	
McDowell	27.0¢	25	25	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	43.0¢	30.5	no data	336	328	no	n/a		1.50% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.50% after 25 years	
Madison										
Martin	48.5¢	actual cost	actual cost	209	207	no	n/a		\$300 after 5 years; \$400 after 10 years; \$500 after 15 years; \$600 after 20 years	
Mecklenburg	48.5¢	actual cost	actual cost	5686	5380	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	30	173	173	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	48.0¢	28	30	212	208	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	40.5¢	28	28	646	623	yes	cash	14	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	48.5¢	actual cost	actual cost	599	587	yes	cash	15	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	48.5¢	33	33	no data	no data	yes	cash	24	none	
Northampton	43.0¢	actual cost	actual cost	283	266	yes	cash	5	2.5% after 10 years; 2.75% after 15 years; 3.0% after 20 years; 4.25% after 25 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	Note	
Onslow	48.5¢	39	64	1131	1074	no	n/a		none
Orange	no data	33	33	845	795	no	n/a		1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Pamlico	45.0¢	actual cost	actual cost	142	140	yes	both	23	1.5% after 5 years; 2.25% after 15 years; 3.25% after 20 years; 4.25% after 25 years
Pasquotank	48.5¢	28	30	no data	no data	yes	cash		none
Pender	no data	30	30	314.5	308	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	40.5¢	actual cost	actual cost	105	101	yes	cash	16	none
Person	40.5¢	28	28	no data	no data	no data	no data		\$50 after 1 year; \$100 after 2 years; 1.0% after 5 years; 2.0% after 10 years; 3.25% after 15 years
Pitt	no data	no data	no data	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	40.5¢	no data	no data	199	199	yes	both	25	\$100 after 1 year; \$400 after 4 years; \$600 after 9 years; \$750 after 14 years; \$1000 after 20 years
Randolph	48.5¢	25	25	702	702	yes	cash	26	none
Richmond	48.5¢	no data	no data	330	330	no data	n/a		none
Robeson	32.0¢	28	30	1056	977	yes	time off		1.0% after 5 years; 2.0% after 10 years; 3.0% after 15 years; 4.0% after 20 years 5.0% after 25 years
Rockingham	41.5¢	32	32	760	694	yes	cash	22	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	40.5¢	actual cost	actual cost	733	715	yes	time off	17	none
Rutherford	48.5¢	actual cost	actual cost	363	363	yes	cash	6	0.5% after 5 years; 0.75% after 10 years; 1.125% after 15 years; 1.25% after 20 years; 2.25% after 25 years
Sampson	40.5¢	actual cost	actual cost	562	528	no	n/a		1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Scotland	48.5¢	IRS guidelines	IRS guidelines	311	292	yes	cash	12	\$200 after 5 years; \$325 after 10 years; \$450 after 15 years; \$575 after 20 years; \$700 after 25 years
Stanly	48.0¢	no data	no data	no data	no data	yes	both	3	1.5% after 5 years; 2.25% after 10 years; 3.25% after 15 years; 4.25% after 20 years; 5.25% after 25 years
Stokes	34.5¢	30.5	30.5	270	no data	yes	cash	27	\$2,000 after 15 years
Surry	48.5¢	28	28	849	750	yes	both	22	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Swain	25.0¢	28	30	205	202	yes	cash	11	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Transylvania	35.0¢	30	30	289	283	yes	both		2.0% after 5 years; 3.0% after 11 years; 4.0% after 16 years; 5.0% after 21 years; maximum of \$1,250
Tyrrell	no data	no data	no data	no data	no data	no data	no data		one-third of 1% after 2 years
Union	37.5¢	actual cost	actual cost	912	856	yes	cash	28	none
Vance	40.5¢	actual cost	actual cost	326	309	yes	both	4	\$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	48.5¢	40	40	3754	3356	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	40.5¢	30	40	no data	no data	yes	both	22	none
Washington	40.5¢	25	25	no data	151	yes	no data		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	40.5¢	28	28	285	273	yes	cash	29	\$100 after 10 years; \$150 after 15 years; \$200 after 20 years; \$250 after 25 years
Wayne	37.5¢	31	31	780	727	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	549	no	n/a		\$200 after 1 year, \$400 after 5 years, \$600 after 10 years, \$800 after 15 years

County	Reimbursements			Number of Positions			On Call Compensation			Longevity Pay Plan
	Mileage Rate	Meals/Day		Budgeted	Filled	Provided	Basis	Note		
		In-State	Out-of-State							
Wilson	no data	no data	no data	664	no data	yes	cash		2.5% after 5 years; 3.0% after 10 years; 3.5% after 15 years; 4.0% after 20 years	
Yadkin	no data	29.5	29.5	365	251	no	n/a		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										

1. Social Services are paid; others receive time off if called in
2. 7.5% added to base pay if paid or 1.5 time off if comp time
3. Two-hour minimum per call out
4. Varies by department.
5. \$20/day for Health, Water and DSS
6. \$100 per week, Social Services CPS only
7. One hour per day of "on-call"
8. \$100 per week
9. \$50 hour Admin/Recert - \$25 hr all other - \$15 M-F 5pm to 8am - \$24 weekend
10. Eight hours per week of on call standby time
11. \$2.00 per hour
12. EMS \$100, DSS & Health \$200
13. Sheriff/Animal Shelter \$100/wk, DSS \$24.50/hr
14. \$10/day Monday–Thursday, \$20/day Friday–Sunday, \$30/holiday
15. \$10/day Monday–Friday, \$20/day Saturday–Sunday, \$40/holiday
16. \$100 per weekend
17. \$90 per week/\$30 per holiday
18. \$15/weeknight, \$20/weekend night
19. \$15/weeknight, \$40/weekend
20. DSS only
- 21.
22. \$50/weekend
23. No countywide policy, up to each department
24. Four hours per week, sixteen hours/weekend in Water Department
25. 6.25% of normal hourly rate for each hour on call
26. DSS \$200/month; Sheriff one hour/day
27. \$125/week, Monday–Friday \$15/day, Saturday–Sunday \$25/day, Holiday \$40/day
28. DSS-\$200/week
29. \$100/day
30. Weekday \$10/day; weekend \$25/day
31. \$85/week for Health; nine hours/week for all others
32. \$400 per week