

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

January 2007

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	44.5¢	\$30	\$30	1,010	924	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	\$38	\$38	352	352	yes	yes	30	1.5% after 5 years; increases 0.1% per year to a maximum of 4.0% at 30 years	
Alleghany	40.5¢	\$40	\$40	100	98	yes	both	1	1.0% after 5 years; 2.0% after 10 years; 3.0% after 15 years; 4.0% after 20 years	
Anson	44.5¢	\$29	\$29	250	241	yes	cash		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; not to exceed \$1,200	
Ashe	44.5¢	actual cost	actual cost	163	163	yes	cash	19	none	
Avery	38.0¢	\$25	\$25	191	190	yes	time off		2.0% after 2 years; 3.0% after 4 years; 4.0% after 6 years; 5.0% after 10 years;	
Beaufort	44.5¢	\$31.75	\$31.75	323	303	yes	cash		none	
Bertie	44.5¢	\$28	\$28	148	138	yes	time off		none	
Bladen	44.5¢	\$21	\$26	400	359	yes	cash	4	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; 6.00% after 30 years	
Brunswick	44.5¢	actual cost	actual cost	907	805	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	44.5¢	no data	no data	497	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 cost	actual cost	no data	494	yes	time off		2.0% after 10 years; 4.0% after 15 years; 6.0% after 20 years	
Cabarrus	44.5¢	\$39	\$39	979	901	yes	no data		none	
Caldwell	37.0¢	no data	no data	525	525	yes	time off		\$450 after 5 years, increases \$50 each year thereafter (no limit)	
Camden	44.5¢	\$21	\$21	75	75	no	n/a		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	no data	\$44	\$44	388.6	371	yes	time off		\$50 first year plus \$20 for each additional year of service	
Caswell	44.5¢	\$30	\$30	no data	no data	yes	time off		1.0% after 5 years; 2.0% after 10 years; 3.0% after 15 years; 4.0% after 20 years	
Catawba	44.5¢	\$32	\$32	no data	no data	no	n/a		\$500 after 5 years, \$650 after 10 years, \$800 after 15 years, \$1,000 after 20 years \$1,500 after 25 years	
Chatham	44.5¢	\$30	\$30	268	261	yes	cash		none	
Cherokee	44.5¢	\$30	\$30	231	227	no	n/a	11	1.00% after 5 years; 1.50% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.00% after 25 years	
Chowan	44.5¢	actual cost	actual cost	155	155	yes	cash	20	none	
Clay	40.0¢	\$30	\$30	no data	no data	yes	cash		none	
Cleveland	38.0¢	\$29.50	\$29.50	741	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	no data	no data	881	881	yes	both		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	
Craven	no data	actual cost	actual cost	no data	no data	yes	cash		\$200 after 5 years, increases \$25 per year; to a Maximum of \$1,000	
Cumberland	48.5¢	\$39 no receipts \$54 with receipts	\$40 no receipts \$55 with receipts	2,712	2,289	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	44.5¢	\$39	\$46	327	291	yes	cash	22	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	44.5¢	per diem	per diem	743	737	yes	no data		2.0% after 5 years; 4.0% after 10 years; 6.0% after 15 years	
Davidson	no data	\$40	\$40	1,782	1,478	yes	cash		\$35 per year after 3 years; \$50 per year after 10 years; \$75 after 20 years	
Davie										
Duplin	no data	no data	no data	no data	no data	no data	no data		no data	

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	44.5¢	\$35	\$35	1,861.6	1,752	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	546	509	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	2,309	2,114	yes	cash		\$680 after 7 years, increases \$40 per year to maximum of \$2,000	
Franklin	44.5¢	\$30	\$68	426	407	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										
Gates	44.5¢	actual cost	actual cost	84	74	no	n/a		none	
Graham	40.5¢	\$35	\$35	158	158	yes	cash		none	
Granville	36.0¢	actual cost	actual cost	291	281	yes	cash		none	
Greene	44.5¢	actual cost	actual cost	176	174	yes	cash		none	
Guilford	no data	no data	no data	2,683	2,467	no data	no data		\$500 after 5 years, then an additional \$100 per year. Maximum of \$3,000	
Halifax	40.0¢	\$29	\$39	634	555	yes	cash		2.0% after 5 years; 3.0% after 10 years	
Harnett	41.0¢	\$28	\$28	740	740	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	44.5¢	\$39	\$39	541	541	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		4.0% after 2 years	
Henderson	44.5¢	actual cost	actual cost	746	711	yes	cash		none	
Hertford	40.5¢	\$41	\$46	no data	no data	no data	no data		none	
Hoke	40.5¢	\$25	\$50	349	336	yes	time off	13	2.5% increase after 1 year and 2 years, then 2.5% every third year through 32 years	
Hyde	37.0¢	\$30.5	\$30.50	142	138	yes	cash	9	\$250 after 5 years; \$400 after 10 years; \$550 after 15 years; \$700 after 20 years	
Iredell	44.5¢	actual cost	actual cost	879	838	no	n/a		none	
Jackson	40.5¢	\$32	\$36	no data	no data	no data	n/a		none	
Johnston	44.5¢	actual cost	actual cost	no data	915	yes	cash		\$300 after 5 years; \$450 after 10 years; \$600 after 15 years; \$750 after 20 years	
Jones	36.0¢	no data	no data	118	107	yes	cash	8	none	
Lee	44.5¢	fed. per diem	fed. per diem	362	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	48.5¢	actual cost	actual cost	445	421	yes	cash/time	24	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	
Lincoln	44.5¢	no data	no data	545	no data	yes	no data		none	
McDowell	40.0¢	\$25	\$25	no data	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	
Macon	44.5¢	\$32	no data	no data	no data	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	44.5¢	actual cost	actual cost	209	200	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	5,723	5,492	no	n/a		25.0% of bi-weekly after 10 years; 50.0% of bi-weekly after 15 years; 75.0% of bi-weekly after 20 years; 100.0% of bi-weekly after 25 years	
Mitchell	40.5¢	no data	no data	106	106	no data	no data		none	
Montgomery	44.5¢	\$28	\$30	224	218	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	44.5¢	\$28	\$28	647	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	44.5¢	no data	no data	643	621	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	44.5¢	\$33	\$33	1,573	1,496	yes	cash	21	none	
Northampton	43.0¢	actual cost	actual cost	284	273	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			On Call Compensation			Longevity Pay Plan
	Mileage Rate	Meals/Day		Budgeted	Filled	Provided	Basis	Note		
		In-State	Out-of-State							
Onslow	44.5¢	actual cost	actual cost	1,067	1,055	no	n/a		none	
Orange	44.5¢	\$26	\$33	851	798	no	n/a		1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years	
Pamlico										
Pasquotank	44.5¢	\$30.50	\$32.50	274	271	yes	cash		\$500 after 10 years; \$750 after 15 years; \$1,000 after 20 years; \$1,500 after 25 years; \$2,000 after 30 years	
Pender	47.5¢	\$30	\$30	322	301	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	44.5¢	actual cost	actual cost	117	113	yes	cash	16	none	
Person	44.5¢	\$28	\$28	400	no data	yes	cash		\$50 after 1 year; \$100 after 2 years; 1.0% after 5 years; 2.0% after 10 years; 3.25% after 15 years; 4.50% after 20 years; 5.75% after 25 years	
Pitt	44.5¢	\$28	\$28	875.9	815	yes	cash		1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years	
Polk	40.5¢	\$30	\$30	200	200	yes	both	22	none	
Randolph	44.5¢	\$25	\$25	704	704	yes	cash	23	none	
Richmond	48.5¢	no data	no data	330	330	yes	cash		\$100 after 5 years; \$250 after 10 years; \$350 after 15 years; \$500 after 20 years	
Robeson	40.0¢	\$28	\$30	1,109	1,020	yes	time off	25	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	44.5¢	\$32	\$32	762	718	yes	both	29	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	44.5¢	\$36	\$36	751	726	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	582	545	no	cash	26	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years	
Scotland	44.5¢	IRS guidelines	IRS guidelines	317	304	yes	cash	12	\$200 after 5 years; \$325 after 10 years; \$450 after 15 years; \$575 after 20 years; \$700 after 25 years	
Stanly	44.5¢	\$28	\$30	442	no data	yes	cash	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¢	\$30.50	\$30.50	290	278	yes	time off		\$2,000 after 15 years	
Surry	44.5¢	\$28	\$28	838	778	yes	both		1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years	
Swain	44.5¢	\$28	\$30	202	201	yes	cash		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	290	284	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	44.5¢	no data	no data	no data	no data	no data	no data		one-third of 1% after 2 years	
Union	44.5¢	actual cost	actual cost	960	884	yes	no data		none	
Vance	44.5¢	actual cost	actual cost	345	307	yes	cash		\$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	44.5¢	\$38	\$38	3,839	3,322	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										
Washington	40.5¢	\$25	\$25	no data	151	yes	cash		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	44.5¢	\$28	\$28	293	285	yes	cash	27	\$100 after 10 years; \$150 after 15 years; \$200 after 20 years; \$250 after 25 years	
Wayne										
Wilkes	30.0¢	\$30	\$30	no data	590	no	n/a		\$200 after 1 year, \$400 after 5 years, \$600 after 10 years, \$800 after 15 years	
Wilson	44.5¢	actual cost	actual cost	667	644	yes	both		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	Note		
		In-State	Out-of-State							
Yadkin	31.0¢	\$29.5	\$29.5	248	238	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										

1. Social Services are paid, others receive time off if called in
2. 7.5% added to base pay if paid or time and one-half off if comp time
3. Two hour minimum per call out
4. \$0.60/hr.
5. \$20/day for Health, Water, and DSS
6. \$100/week; Social Services, and CPS only
7. One hour per day of "on-call"
8. \$100 per week.
9. \$50/hr. for administration; \$25/hr. all others
10. Eight hours/week of standby time
11. \$2/hr.
12. EMS \$100, DSS and Health \$200
13. Time and one-half off
14. \$10/day Monday through Thursday, \$20/day Friday through Sunday, \$30/holiday
15. \$10/day Monday through Friday, \$20/day Saturday through Sunday, \$40/holiday
16. \$100 per weekend
17. \$90/week/\$30/holiday
18. \$15/weeknight, \$20/weekend night
19. DSS only—\$35/weekday, \$120/weekend, \$60/holiday, plus \$10/hr. when on call
20. \$50/weekend
21. 6.25% of normal hourly rate for each hour on call
22. \$200/month for DSS; one hour/day Sheriff
23. \$125/week: Monday through Friday, \$15/day; Saturday through Sunday, \$25/day; holiday, \$40/day
24. \$100/week for DSS; \$50/week for DSS Supervisor, \$50/week for Animal Control
25. Four hours per week on call
26. \$1 per hour on call
27. \$10/weekday; \$25/weekend day
28. 2.5 percent of salary for year round on-call
29. Varies by department