

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

January 2008

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							
Alamance	48.5¢	\$30	\$30	1031	971	no	n/a		2.5% after 5 years; 4.0% after 10 years; 5.0% after 15 years; 6.0% after 20 years	
Alexander	48.5¢	38	38	270	266	yes	cash		1.5% after 5 years; increases 0.1% per year to a maximum of 4.0% at 30 years	
Alleghany	40.5¢	40	40	103	103	yes	both	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	261	248	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	48.5¢	actual costs	actual costs	167	167	yes	cash	15	2.5% Increase (one-step) after 4, 7, 9, 11 and 13 years	
Avery	38.5¢	25	25	226	no data	no data	no data		none	
Beaufort	44.5¢	31.75	n/a	323	305	yes	cash		none	
Bertie	48.5¢	38	38	147	128	yes	no data		\$200 after 0 years; \$400 after 5 years; \$600 after 10 years; \$800 after 15 years; \$1000 after 20 years	
Bladen	48.5¢	no data	no data	no data	no data	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	no data	actual costs	actual costs	1000	921	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	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	40.0¢	actual costs	actual costs	no data	502	yes	time off		2.0% after 10 years; 4.0% after 15 years; 6.0% after 20 years	
Cabarrus	48.5¢	39	39	970	no data	yes	no data		none	
Caldwell	48.0¢	actual costs	actual costs	525	515	yes	time off		\$400 after 5 years, increases \$50 each year thereafter; extra \$100 in 10th and 15th year (no limit)	
Camden	48.5¢	21	21	80	79	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	48.5¢	no data	no data	392	389	yes	time off	21	\$50 first year plus \$20 for each additional year of service	
Caswell	no data	32	32	no data	no data	yes	time off		1.0% after 5 years; 2.0% after 10 years; 3.0% after 15 years; 4% after 20 years	
Catawba	48.5¢	35	35	1148	1108	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	48.5¢	30	30	450	432	yes	cash	14	none	
Cherokee	48.5¢	30	30	280	269	yes	cash		none	
Chowan	48.5¢	36	actual cost	160	160	yes	cash	16	none	
Clay	40.0¢	30	30	190	190	yes	cash		none	
Cleveland	no data	34	36.25	747	725	no	n/a		1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years	
Columbus	48.5¢	no data	no data	860	860	yes	time off		1.00% after 5 years; 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.50 after 25 years	
Craven	48.5¢	actual cost	actual cost	658	619	yes	no data		\$200 after 5 years, increases \$25 per year. to a Maximum of \$1000	
Cumberland	48.5¢	39 no receipts 54 with receipts	39 no receipts 54 with receipts	2512	2323	no	n/a		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	345	329	no	n/a		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	48.5¢	per diem	per diem	no data	no data	yes	no data		2.0% after 5 years; 4.0% after 10 years; 6.0% after 15 years	
Davidson	48.5¢	40	40	1816	1356	yes	cash		\$35 per year after 3 years; \$50 per year after 10 years; \$75 after 20 years	
Davie										
Duplin	41.0¢	31	33	550	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	

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	48.5¢	\$35	\$35	1,869	1,818	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	522	477	yes	both	9	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	2,132	no data	yes	cash		\$680 after 7 years, increases \$40 per year to maximum of \$2000	
Franklin	48.5¢	30	68	456	430	yes	both		\$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	48.5¢	28	28	1,463	1,219	yes	cash		none	
Gates	48.5¢	no data	no data	89	91	yes	time off		none	
Graham	40.5¢	20	20	152	151	no data	no data		none	
Granville	38.0¢	actual cost	actual cost	294	283	yes	no data		none	
Greene	48.5¢	actual cost	actual cost	177	177	yes	cash		none	
Guilford	no data	no data	no data	2,598	2,458	yes	time off		\$500 after 5 years, then an additional \$100 per year. maximum of \$3,000	
Halifax	44.0¢	29	39	634	559	yes	cash		2.0% after 5 years; 3.0% after 10 years	
Harnett	48.5¢	28	28	765	731	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¢	39	39	543	543	yes	cash		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	766	736	yes	cash		1.0% after 5 years; 2.0% after 10 years; 3.0% after 15 years; 5.0% after 20 years; 7.5% after 25 years	
Hertford	40.5¢	41	65	no data	no data	no data	no data		none	
Hoke	42.5¢	25	50	349	344	yes	time-off		2.5% increase after 1 year and 2 years, then 2.5% every third year through 32 years	
Hyde										
Iredell	48.5¢	actual cost	actual cost	930	871	no	n/a		none	
Jackson	48.5¢	32	36	426	426	yes	cash		none	
Johnston	48.5¢	actual cost	actual cost	no data	878	yes	cash		\$300 after 5 years; \$450 after 10 years; \$600 after 15 years; \$750 after 20 years	
Jones	40.0¢	no data	no data	118	111	yes	cash	8	none	
Lee	48.5¢	fed. per diem	fed. per diem	367	355	yes	time off		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	441	440	yes	cash/time	20	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	48.5¢	35	35	617	no data	yes	cash		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; 4.25% after 25 years	
Macon	48.5¢	34	34	370	361	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	209	yes	both		\$300 after 5 years; \$400 after 10 years; \$500 after 15 years; \$600 after 20 years; \$700 after 25 years; \$800 after 30 years	
Mecklenburg	48.5¢	actual cost	actual cost	5,943	5,771	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	159	156	no data	no data		1.0% after 10 years; 1.5% after 15 years; 2.0% after 20 years; 2.25% after 25 years;	
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	48.5¢	28	28	673	639	yes	both	11	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¢	no data	no data	643	621	yes	cash	12	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	Note		
		In-State	Out-of-State							
New Hanover	48.5¢	\$33	\$33	1653	1587	yes	cash	17	none	
Northampton	no data	no data	no data	no data	no data	yes	no data		2.5% after 10 years; 2.75% after 15 years; 3.0% after 20 years; 4.25% after 25 years	
Onslow	48.5¢	actual cost	actual cost	1165	1120	yes	cash		none	
Orange	48.5¢	26	33	851	810	no	n/a		1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years	
Pamlico	no data	no data	no data	164	157	no data	no data		1.5% after 5 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years;	
Pasquotank	48.5¢	30.5	32.5	no data	no data	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	48.5¢	30	30	347	332	yes	time off	24	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	48.5¢	actual cost	actual cost	119	111	yes	cash	13	none	
Person	44.5¢	no data	no data	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	48.5¢	28	28	877	830	yes	cash	22	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	18	none	
Randolph	48.5¢	25	25	725	725	yes	cash	19	none	
Richmond	48.5¢	30	30	330	330	yes	cash	25	\$100 after 5 years; \$250 after 10 years; \$350 after 15 years; \$500 after 20 years	
Robeson	40.0¢	28	30	1106	1030	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	48.5¢	32	32	765	711	yes	cash	25	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	48.5¢	36	36	773	734	yes	time off	21	none	
Rutherford	48.5¢	actual cost	actual cost	406	no data	yes	cash	6	\$50 after 1 year, 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	48.5¢	actual cost	actual cost	582	544	yes	cash	22	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	308	296	yes	cash	10	\$200 after 5 years; \$325 after 10 years; \$450 after 15 years; \$575 after 20 years; \$700 after 25 years	
Stanly	48.5¢	no data	no data	435	406	yes	no data		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										
Surry	48.5¢	28	28	864	802	yes	no data		1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years	
Swain	48.5¢	28	30	210	206	yes	cash	5	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	296	282	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	48.5¢	no data	no data	no data	no data	no data	no data		none	
Union	48.5¢	actual cost	actual cost	1037	966	yes	no data		none	
Vance	48.5¢	actual cost	actual cost	343	315	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 31 years	
Wake	48.5¢	IRS guidelines	IRS guidelines	3927	3592	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	44.5¢	30	40	260	250	yes	both		none	
Washington	48.5¢	25	25	no data	185	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	48.5¢	34	34	296	289	yes	cash	23	\$100 after 1 month; 1.0% after 5 years; 1.5% after 10 years; 2.0% after 15 years 2.5% 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							
Wayne	48.5¢	actual costs	actual costs	832	830	yes	time off		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	611	no	n/a		\$200 after 1 year, \$400 after 5 years, \$600 after 10 years, \$800 after 15 years	
Wilson	no data	actual costs	actual costs	685	626	yes	cash		2.5% after 5 years; 3.0% after 10 years; 3.5% after 15 years; 4.0% after 20 years	
Yadkin	31.0¢	29.5	29.5	no data	no data	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	no data	no data		no data	

1. Social Services are paid; others receive time off if called in
2. 7.5 percent of base, paid monthly
3. Two-hour minimum per call out
4. \$0.60/hour
5. \$125/week
6. \$100 per week. Social Services CPS only
7. One hour per day on-call
8. \$100 per week
9. Eight hours per week or 8 percent of pay per hour
10. Animal Control, DSS, and Health—\$200
11. \$10/day Monday–Thursday; \$20/day Friday–Sunday; \$30/holiday
12. \$10/day Monday–Friday; \$20/day Saturday–Sunday; \$40/holiday
13. \$100 per weekend
14. \$15/weeknight, \$40/weekend
15. \$35/weekday; \$120/weekend; \$60/holiday; plus \$10/hour when actually on a call
16. 6.25 percent of normal hourly rate for each hour on call
17. DSS—\$200/month; sheriff one hour/day
18. \$125/week, Monday–Friday \$15/day, Saturday–Sunday \$25/day, holiday \$40/day
19. DSS—\$100/week; DSS Supervisor \$50/week; animal control \$50/week, overtime plus two hours if called
20. Four hours per week on call
21. \$1 per hour on call
22. \$10/weekday; \$25/weekend day; \$40 holidays
23. Hour-for-hour time off
24. \$50/week, time worked paid 1.5 times, one-hour minimum
25. Varies by department