

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

January 2009

County	Reimbursements			Number of Positions		On Call Compensation		Longevity Pay Plan
	Mileage Rate	Meals/Day In-State	Out-of-State	Budget	Filled	Provided	Basis	
Alamance	no data	\$45.00	\$45.00	1049	985	no	n/a	2.5% after 5 years; 4.0% after 10 years; 5.0% after 15 years; 6.0% after 20 years
Alexander	50.5¢	38	38	no data	no data	yes	no data	1.5% after 5 years; increases 0.1% per year to a maximum of 4.0% at 30 years
Alleghany	40.5¢	40	40	107	107	yes	both	1.0% after 5 years; 2.0% after 10 years; 3.0% after 15 years; 4.0% after 20 years
Anson								
Ashe	58.5¢	actual costs	actual costs	173	171	yes	cash	2.5% Increase (one-step) after 4, 7, 9, 11 and 13 years
Avery	45.0¢	36	36	235	235	yes	time off	none
Beaufort	50.5¢	31.75	n/a	321	311	yes	cash	none
Bertie	50.5¢	38	38	147	139	yes	time off	\$200 after 0 years; \$400 after 5 years; \$600 after 10 years; \$800 after 15 years \$1000 after 20 years
Bladen	IRS	21	26	443	331	yes	cash	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	58.5¢	actual costs	actual costs	1005	969	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	no data	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	45.0¢	actual costs	actual costs	661	650	no	n/a	2.0% after 10 years; 4.0% after 15 years; 6.0% after 20 years
Cabarrus	58.5¢	39	39	960	no data	yes	no data	none
Caldwell								
Camden	no data	21	21	no data	no data	yes	time off	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	58.5¢	44	44	410	406	yes	time off	<sup>16</sup> \$50 first year plus \$20 for each additional year of service
Caswell								
Catawba	58.5¢	35	35	1089	1032	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								
Cherokee	50.5¢	30	30	302	283	yes	time off	1.0% after 5 years; 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years 4.0% after 25 years
Chowan	58.5¢	36	actual cost	no data	160	yes	cash	<sup>13</sup> none
Clay	58.5¢	30	30	190	190	yes	cash	none
Cleveland	53.0¢	34	36.25	7623	737	no	n/a	1.5% after 10 years; 2.25% after 15 years;

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Columbus	48.5¢	no data	no data	860	860	yes	time off	3.25% after 20 years; 4.5% after 25 years 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	58.5¢	actual cost	actual cost	no data	no data	yes	cash	\$200 after 5 years, increases \$25 per year. to a Maximum of \$1000
Cumberland	50.5¢	39 no receipts 54 with receipts	39 no receipts 54 with receipts	no data	no data	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; 4.0% after 5 years; 6.0% after 8 years; 8.0% after 11 years; 10.0% after 14 years; 12.0% after 17 years
Currituck	58.5¢	39	46	355	333	no	n/a	2.0% after 5 years; 4.0% after 10 years; 6.0% after 15 years
Dare	48.5¢	per diem	per diem	no data	no data	yes	no data	\$35 per year after 3 years; \$50 per year after 10 years; \$75 after 20 years
Davidson	50.0¢	40	40	1830	1356	yes	cash	\$50 after first year, \$30 additional per year after first year
Davie	40.0¢	actual cost	actual cost	306	291	yes	cash	none
Duplin	46.0¢	31	33	612	580	yes	cash	\$400 after 5 years; \$500 after 10 years; \$600 after 15 years; \$700 after 20 years; \$800 after 25 years
Durham	58.5¢	35	35	2056	1837	yes	both	
Edgecombe	41.5¢	actual cost	actual cost	485	no data	yes	cash	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	58.5¢	35	45	2863	2600	yes	time off	\$680 after 7 years, increases \$40 per year to mimum of \$2000
Franklin	IRS	30	68	479	457	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	no data	no data	no data	1508	1298	yes	cash	none
Gates								
Graham								
Granville	38.0¢	actual cost	actual cost	299	298	yes	no data	none
Greene	no data	actual cost	actual cost	188	188	yes	cash	none
Guilford	58.5¢	44	61	2613	2481	yes	time off	\$500 after 5 years, then an additional \$100 per year. Maximum of \$3,000
Halifax	44.0¢	no data	no data	556	no data	yes	cash	2.0% after 5 years; 3.0% after 10 years
Harnett	50.5¢	28	no data	773	752	yes	time off	1.0% after 5 years; 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years;

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Haywood	58.5¢	39	39	no data	no data	no	n/a	4.50% after 25 years 2.0% after 5 years; 2.5% after 10 years;
				534	534	no	n/a	3.0% after 15 years; 3.5% after 20 years; 4.0% after 30 years
Henderson	58.5¢	actual cost	actual cost	787	748	no	n/a	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	no data	no data	no data	194	192	yes	time off	\$400 after 5 years; \$600 after 10 years; \$800 after 15 years; \$1,000 after 20 years
Hoke	58.5¢	25	50	366	358	yes	time-off <sup>9</sup>	2.5% increase after 1 year and 2 years, then 2.5% every third year through 32 years
Hyde	no data	no data	no data	142	127	yes	cash <sup>7</sup>	\$250 after 5 years; \$400 after 10 years; \$550 after 15 years; \$700 after 20 years
Iredell	IRS	actual cost	actual cost	936	901	yes	time off	none
Jackson								
Johnston	58.5¢	actual cost	actual cost	no data	1004	yes	cash/time	\$300 after 5 years; \$450 after 10 years; \$600 after 15 years; \$750 after 20 years
Jones	45.0¢	no set amount	no set amount	117	111	yes	cash <sup>6</sup>	none
Lee	no data	39	39	370	365	yes	cash/time	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	58.5¢	actual cost	actual cost	443	423	yes	cash/time <sup>16</sup>	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	58.0¢	40	40	660	no data	yes	no data	none
McDowell	50.0¢	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	IRS	34	34	370	366	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	IRS	actual cost	actual cost	222	220	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	no data	actual cost	actual cost	5872	5305	yes	time off	25.0% of bi-wkly after 10 years; 50.0% of bi-wkly after 15 years; 75.0% of bi-wkly after 20 years; 100.0% of bi-wkly after 25 years Program being phased out.
Mitchell	40.5¢	no data	no data	no data	no data	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	58.5¢	30.5	32.5	237	220	yes	cash <sup>2</sup>	1.5% after 5 years; 2.5% after 10 years; 3.5% after 15 years; 4.5% after 20 years;

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Moore	IRS	28	28	678	651	yes	both	10 5.5% after 25 years; 6.5% after 30 years 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	58.5¢	no data	no data	643	589	yes	no data	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	IRS	33	33	1625	1546	yes	cash	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	58.5¢	actual cost	actual cost	1135	985	yes	cash	22 none
Orange	50.5¢	33	33	881	840	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	165	no data	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	58.5¢	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	58.5¢	30	30	363	336	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	50.5¢	actual cost	actual cost	128	121	yes	cash	11 none
Person	58.5¢	28	28	400	392	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	50.5¢	28	28	924	no data	yes	cash	17 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Polk	48.5¢	38	38	205	205	yes	both	13 none
Randolph	IRS	25	25	733	733	yes	cash	15 none
Richmond	58.5¢	30	30	355	355	yes	cash	19 \$100 after 5 years; \$250 after 10 years; \$350 after 15 years; \$500 after 20 years
Robeson	40.0¢	28	30	1132	1033	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	58.5¢	32	32	no data	696	yes	both	20 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	58.5¢	36	36	783	756	yes	time off	16 none
Rutherford	no data	no data	no data	412	no data	yes	no data	\$50 after 1 year, 0.5% after 5 years; 0.75% after 10 years; 1.125% after 15 years;

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Sampson	58.5¢	actual cost	actual cost	588	579	yes	cash	17 1.25% after 20 years; 2.25% after 25 years; 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Scotland	IRS	IRS guidelines	IRS guidelines	no data	no data	yes	cash	8 \$200 after 5 years; \$325 after 10 years; \$450 after 15 years; \$575 after 20 years; \$700 after 25 years
Stanly								
Stokes	34.5¢	30.5	30.5	304	285	yes	time off	20 1.0% after 6 months and annually; 1 step increase at 4,6,8 years; 2 steps at 10,15,20,25 years
Surry	58.5¢	28	28	930	863	yes	both	20 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Swain	48.5¢	30	30	215	215	yes	cash	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Transylvania	41.0¢	30	30	309	303	no	n/a	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	58.5¢	no data	no data	no data	no data	no data	no data	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years;
Union	no data	actual cost	actual cost	1190	1123	yes	cash	none
Vance	58.5¢	actual cost	actual cost	346	317	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	58.5¢	IRS guidelines	IRS guidelines	4035	3486	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	58.5¢	30	40	no data	no data	yes	cash	none
Washington	50.5¢	32	32	no data	199	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	50.5¢	34	34	299	292	yes	cash	16 \$100 after 1 month; 1.0% after 5 years; 1.5% after 10 years; 2.0% after 15 years 2.5% after 20 years
Wayne	no data	actual costs	actual costs	1032	1010	no data	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
Wilkes	40.0¢	30	30	no data	708	no	n/a	\$300 after 1 year, \$600 after 5 years, \$800 after 10 years, \$1,200 after 15 years, \$1,500 after 20 years
Wilson	IRS	actual costs	actual costs	no data	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	no data	no data	no data	no data	yes	time off	0.50% after 10 years; 0.75% after 15 years;

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Yancey								1.0% after 20 years; 1.25% after 25 years 1.5% after 30 years
	1. Social Services are paid, others receive time off if called in 2. 7.5% of base, paid monthly 3. 2 hour minimum per call out 4. DSS \$100 per weekend; Deputys \$25 5. One hour per day of "On-Call" 6. \$100 per week. 7. \$50 hr Admin/Recert - \$25 hr all other 8. Animal Control, DSS & Health \$200/week 9. Time and one-half time off 10. \$10/day Mo-Th, \$20/day Fr-Su, \$30/holiday 11. \$100 per weekend 12. \$70/week 13. DSS \$200/mo 14. DSS \$100/wk; DSS Supv \$50/wk; Animal Control \$50/wk, overtime + 2 hours if called 15. 4 hours per week on call 16. \$1.00 per hour of on-call 17. \$10/weekday; \$25/weekend day; \$40 Holidays 18. \$50/week, time worked paid 1.5 times, one hour minimum 19. Varies by department 20. \$15/day							