

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

January 2010

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	55.0¢	\$30.00	\$30.00	1055	1018	no	n/a	2.5% after 5 years; 4.0% after 10 years; 5.0% after 15 years; 6.0% after 20 years
Alexander	55.0¢	38	38	no data	no data	no data	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	106	104	yes	both ⁴	1.0% after 5 years; 2.0% after 10 years; 3.0% after 15 years; 4.0% after 20 years
Anson	IRS	29	29	256	250	yes	both	1.0% after 3 years; 2.0% after 5 years; 4.0% after 10 years; 6% after 15 years; 8.0% after 20 years, max \$1,200
Ashe	58.5¢	actual costs	actual costs	182	175	yes	cash	2.5% Increase (one-step) after 4, 7, 9, 11 and 13 years
Avery	45.0¢	36	36	164	164	yes	time off	1.0% after 10 years; 2.0% after 15 years; 3.0% after 20 years; 4.0% after 25 years
Beaufort	no data	31.75	31.75	403	396	yes	no data	none
Bertie	55.0¢	38	38	138	137	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	no data	no data	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; 6.00% after 30 years
Brunswick	58.5¢	46	46	980	937	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	640	619	no	n/a	2.0% after 10 years; 4.0% after 15 years; 6.0% after 20 years
Cabarrus	58.5¢	39	39	1030	no data	yes	no data	none
Caldwell	55.0¢	no data	no data	520	520	yes	cash	\$450 after 5 years then \$50 more each subsequent year
Camden	no data	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	55.0¢	44	44	402	396	yes	time off	\$50 first year plus \$20 for each additional year of service
Caswell								
Catawba	no data	35	35	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	50.5¢	30	30	450	423	yes	both ¹⁴	none
Cherokee	55.0¢	30	30	292	280	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

County	Reimbursements			Number of Positions		On Call Compensation		Longevity Pay Plan
	Mileage Rate	Meals/Day In-State	Out-of-State	Budget	Filled	Provided	Basis	
Chowan	55.0¢	no data	no data	no data	134	yes	cash	none
Clay								
Cleveland	49.0¢	34	36.25	765	743	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	30	no data	no data	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	55.0¢	actual cost	actual cost	620	603	yes	cash	none
Cumberland	58.5¢	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;
Currituck	55.0¢	39	46	356	348	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								
Davidson	50.0¢	40	40	1636	1113	yes	cash	\$35 per year after 3 years; \$50 per year after 10 years; \$75 after 20 years
Davie	40.0¢	actual cost	actual cost	315	311	yes	cash	\$50 after first year, \$30 additional per year after first year
Duplin								
Durham	55.0¢	35	35	1937	1833	yes	both	\$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	no data	no data	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
Forsyth	58.5¢	35	45	2422	no data	yes	time off	\$680 after 7 years, increases \$40 per year to maximum of \$2000
Franklin	IRS	30	68	439	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	55.0¢	28	28	1498	1462	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	IRS	34	34	86	86	no data	no data	none
Graham								
Granville	38.0¢	actual cost	actual cost	308	301	yes	no data	none
Greene	no data	no data	no data	180	179	yes	cash	none
Guilford	55.0¢	49	64	2559	2462	yes	time off	\$500 after 5 years, then an additional \$100 per year. Maximum of \$3,000
Halifax	44.0¢	29	39	no data	no data	yes	cash	2.0% after 5 years; 3.0% after 10 years

County	Reimbursements			Number of Positions		On Call Compensation		Longevity Pay Plan
	Mileage Rate	Meals/Day In-State	Out-of-State	Budget	Filled	Provided	Basis	
Harnett	55.0¢	28	28	1008	984	yes	time off	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	55.0¢	39	39	538 534	538 534	yes no	cash 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	55.0¢	actual cost	actual cost	757	727	no	n/a	none
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	no data	25	25	417	405	no	n/a	none
Hyde	no data	no data	no data	120	115	yes	no data	\$200 after 0 years; \$400 after 5 years; \$600 after 10 years; \$800 after 15 years; \$1,000 after 20 years
Iredell	IRS	no data	no data	943	no data	yes	cash	none
Jackson								
Johnston	55.0¢	actual cost	actual cost	unknown	1004	yes	both	\$300 after 5 years; \$450 after 10 years; \$600 after 15 years; \$750 after 20 years
Jones	45.0¢	no data	no data	no data	no data	no	n/a	none
Lee	55.0¢	39	39	345	342	yes	both	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	55.0¢	actual cost	actual cost	no data	no data	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
Lincoln	55.0¢	35	35	664	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	379	371	no	n/a	1.50% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.50% after 25 years
Madison	44.0¢	30.5	30.5	219	216	yes	time-off	none
Martin	IRS	actual cost	actual cost	224	221	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	5027	4739	no data	no data	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 07/2004.
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	55.0¢	30.5	32.5	239	226	yes	cash ²	1.5% after 5 years; 2.5% after 10 years; 3.5% after 15 years; 4.5% after 20 years; 5.5% after 25 years; 6.5% after 30 years
Moore	IRS	39	39	654	624	yes	cash ⁹	1.0% after 3 years; 2.0% after 6 years; 3.0% after 11 years; 4.0% after 16 years;

County	Reimbursements			Number of Positions		On Call Compensation		Longevity Pay Plan
	Mileage Rate	Meals/Day In-State	Out-of-State	Budget	Filled	Provided	Basis	
Nash	58.5¢	no data	no data	643	599	yes	no data	5.0% after 21 years 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	1631	1490	yes	cash	2 none
Northampton	43.0¢	actual costs	actual costs	284	273	yes	cash	15 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	1090	997	yes	cash	13 none
Orange	55.0¢	41	47	908	824	yes	both	3 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Pamlico	no data	46	46	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	55.0¢	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	no data	30	30	359	348	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	124	124	yes	cash	10 none
Person	55.0¢	28	28	402	388	yes	cash	8 \$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	no data	no data	no data	900	no data	yes	no data	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Polk								
Randolph	IRS	25	25	736	736	yes	cash	11 none
Richmond	IRS	30	30	360	358	yes	cash	15 \$100 after 5 years; \$250 after 10 years; \$350 after 15 years; \$500 after 20 years
Robeson	40.0¢	28	30	1113	1046	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	55.0¢	32	32	646	629	yes	both	16 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	55.0¢	36	36	772	755	yes	time off	12 none
Rutherford	no data	no data	no data	411	no data	yes	no data	\$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								
Scotland	45.0¢	IRS guideline	IRS guidelines	no data	no data	yes	cash	7 \$200 after 5 years; \$325 after 10 years; \$450 after 15 years; \$575 after 20 years;

County	Reimbursements			Number of Positions		On Call Compensation		Longevity Pay Plan
	Mileage Rate	Meals/Day In-State	Out-of-State	Budget	Filled	Provided	Basis	
Stanly	55.0¢	26	26	461	444	yes	no data	\$700 after 25 years 1.5% after 5 years; 2.25% after 10 years; 3.25% after 15 years; 4.5% after 20 years 5.25% after 25 years
Stokes	41.0¢	30.5	30.5	303	292	yes	time off ¹⁶	1.0% after 6 months and annually; 1 step increase at 4,6,8 years; 2 steps at 10,15,20,25 years
Surry	55.0¢	IRS guideline	IRS guidelines	935	878	yes	both ¹⁶	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Swain	no data	no data	no data	230	229	yes	cash ¹	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Transylvania	41.0¢	40	40	313	309	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	55.0¢	no data	no data	82	82	no	n/a	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years;
Union	no data	no data	no data	981	940	yes	no data	none
Vance	55.0¢	actual cost	actual cost	348	315	yes	cash ⁶	\$50 after 1 year; \$100 after 2 years; \$200 after 6 years; \$300 after 10 years; \$400 after 15 years; \$500 after 20 years; \$750 after 25 years; \$1,000 after 31 years
Wake	55.0¢	IRS guideline	IRS guidelines	3760	3524	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	300	294	yes	both	none
Washington	50.5¢	32	32	no data	no data	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
Watauga	50.5¢	34	34	293	286	yes	time off	\$100 after 1 month; 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
Wayne	IRS	no data	no data	1032	1012	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	40.0¢	30	30	no data	813	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	no data	no data	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	40.0¢	29.5	29.5	264	264	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	50.5¢	34	34	195	195	yes	cash	2.25% after 15 years; 3.25% after 20 years 4.5% after 25 years

1. Social Services are paid \$225/week
2. 6.25% of hourly rate times number of hours on standby

