

TABLE XXXIV. REIMBURSEMENT RATES, EMPLOYMENT DATA, AND LONGEVITY PAY PLANS								
January 2011								
	Reimbursements							
	Mileage	Meals/Day		Number of Positions		On Call Compensation		
County	Rate	In-State	Out-of-State	Budget	Filled	Provided	Basis	Longevity Pay Plan
Alamance	no data	no data	no data	1062	1032	no	n/a	2.5% after 5 years; 4.0% after 10 years; 5.0% after 15 years; 6.0% after 20 years
Alexander	50.0¢	38	38	no data	no data	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	107	106	yes	both	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	240	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 \$1,600
Ashe	28.5¢	actual costs	actual costs	192	187	yes	cash	2.5% Increase (one-step) after 4, 7, 9, 11 and 13 years
Avery	45.0¢	36	36	176	176	yes	time off	1.0% after 10 years; 2.0% after 15 years; 3.0% after 20 years; 4.0% after 25 years
Beaufort	50.0¢	31.75	31.75	305	295	yes	cash	none
Bertie	50.0¢	38	38	140	133	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	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	50.0¢	46	46	985	978	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	no data	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 if hired since 7/6/2008
Burke	45.0¢	actual costs	actual costs	643	621	no	n/a	2.0% after 10 years; 4.0% after 15 years; 6.0% after 20 years
Cabarrus	50.0¢	no data	no data	1061	918	no	n/a	none
Caldwell	IRS	no data	no data	502	500	yes	both	\$450 after 5 years then \$50 more each subsequent year
Camden	IRS	21	21	no data	no data	yes	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	50.0¢	44	44	429	422	yes	time off	\$50 first year plus \$20 for each additional year of service
Caswell								
Catawba	IRS	35	35	no data	1133	no	n/a	\$500 after 5 years, \$650 after 10 years, \$800 after 15 years, \$1,000 after 20 years

County Salaries in North Carolina 2011

County	Reimbursements			Number of Positions		On Call Compensation		Longevity Pay Plan
	Mileage Rate	Meals/Day In-State	Out-of-State	Budget	Filled	Provided	Basis	
								\$1,500 after 25 years
Chatham	50.5¢	30	30	458	432	yes	cash	none
Cherokee	no data	30	30	291	286	yes	both	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	55.0¢	36	36	no data	131	yes	cash	11 none
Clay	58.0¢	30	30	195	195	yes	cash	none
Cleveland	45.0¢	35.15	37.5	782	748	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	35.15	35.15	535	529	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	IRS	actual cost	actual cost	no data	no data	yes	cash	\$200 after 5 years plus \$25/year after 5 years to a maximum of \$1,000
Cumberland	50.0¢	39 no receipts 54 with receipts	39 no receipts 54 with receipts	no data	no data	no data	no data	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	50.0¢	39	46	357	352	yes	cash	10 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	50.0¢	no data	no data	744	725	yes	cash	6 1.0% after 4 years; 2.0% after 9 years; 3.0% after 14 years
Davidson	no data	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	316	310	yes	cash	\$50 after first year, \$30 additional per year after first year
Duplin	50.0¢	varies	varies	no data	501	yes	both	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.50% after 25 years
Durham	50.0¢	35	35	1896	1784	yes	both	\$400 after 5 years; \$500 after 10 years; \$600 after 15 years; \$700 after 20 years; \$800 after 25 years
Edgecombe	42¢	actual cost	actual cost	465	465	yes	time off	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	no data	no data	yes	time off	\$680 after 7 years, increases \$40 per year to maximum of \$2000
Franklin	IRS	30	68	479	458	no	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

County Salaries in North Carolina 2011

County	Reimbursements			Number of Positions		On Call Compensation		Longevity Pay Plan
	Mileage Rate	Meals/Day In-State	Out-of-State	Budget	Filled	Provided	Basis	
Gaston	50.0¢	no data	no data	1501	1448	yes	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	92	89	yes	time off	none
Graham	40.5¢	35	35	170	170	no	n/a	none
Granville	38.0¢	actual cost	actual cost	261	256	yes	cash	5 none
Greene								
Guilford	50.0¢	actual cost	actual cost	2459	2396	yes	time off	7 \$500 after 5 years, then an additional \$100 per year. Maximum of \$3,000
Halifax	IRS	29	39	539	512	yes	cash	2.0% after 5 years; 3.0% after 10 years
Harnett	IRS	no data	no data	1008	984	yes	no data	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								
Henderson	no data	actual cost	actual cost	761	734	yes	cash	none
Hertford	48.0¢	41	41	no data	no data	yes	time off	\$400 after 5 years; \$600 after 10 years; \$800 after 15 years; \$1,000 after 20 years
Hoke	no data	25	50	376	366	yes	time off	2.5% after 1 year
Hyde	no data	no data	no data	123	122	yes	no data	\$400 after 5 years; \$600 after 10 years; \$800 after 15 years; \$1,000 after 20 years
Iredell	50.0¢	46	46	939	912	no	n/a	none
Jackson								
Johnston	50.0¢	actual cost	actual cost	unknown	865	yes	both	\$300 after 5 years; \$450 after 10 years; \$600 after 15 years; \$750 after 20 years
Jones	48.0¢	no data	no data	114	117	no	n/a	none
Lee	50.0¢	39	39	350	348	yes	cash	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	50.0¢	actual cost	actual cost	449	429	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	50.0¢	35	35	671	no data	yes	cash	none
McDowell	no data	25	25	436	436	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	373	367	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	276	264	yes	time-off	none
Martin	IRS	no data	no data	221	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

County Salaries in North Carolina 2011

County	Reimbursements			Number of Positions		On Call Compensation		Longevity Pay Plan
	Mileage Rate	Meals/Day In-State	Out-of-State	Budget	Filled	Provided	Basis	
Mecklenburg	no data	no data	no data	4589	4293	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	50.0¢	30.5	32.5	226	213	yes	cash	none
Moore	IRS	39	39	no data	no data	yes	cash	9 no data
Nash	50.0¢	no data	no data	643	599	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	50.0¢	33	33	1624	1472	yes	cash	2 none
Northampton	43.0¢	no data	no data	284	274	yes	no data	1.5% after 5 years; 2.5% after 10 years 2.75% after 15 years; 3.0% after 20 years 3.5% after 25 years
Onslow	50.0¢	no data	no data	1110	1012	yes	cash	13 none
Orange	50.0¢	no data	no data	856	no data	yes	cash	5 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Pamlico	50.0¢	46	46	161	157	yes	cash	1.5% after 5 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years;
Pasquotank	50.0¢	30.5	31.5	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	IRS	30	30	361	347	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	121	119	yes	cash	none
Person	50.0¢	28	28	402	381	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	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	48.0¢	38	38	203	203	yes	both	4
Randolph	IRS	25	25	736	736	yes	cash	12 none
Richmond								
Robeson	40.0¢	28	30	1080	1032	yes	time off	no data
Rockingham	55.0¢	32	32	649	644	yes	cash	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

County Salaries in North Carolina 2011

County	Reimbursements			Number of Positions Budget	Filled	On Call Compensation		Longevity Pay Plan
	Mileage Rate	Meals/Day In-State	Out-of-State			Provided	Basis	
Rowan	50.0¢	36	36	768	755	yes	time off	15 none
Rutherford	no data	no data	no data	411	408	yes	no data	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	40.0¢	IRS guidelines	IRS guidelines	no data	no data	yes	cash	\$200 after 5 years; \$325 after 10 years; \$450 after 15 years; \$575 after 20 years; \$700 after 25 years
Stanly	IRS	26	26	452	431	yes	both	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								
Surry	50.0¢	IRS guidelines	IRS guidelines	973	874	yes	both	14 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Swain	25.0¢	no data	no data	215	215	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	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	50.0¢	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	974	940	yes	no data	none
Vance	50.0¢	actual cost	actual cost	348	321	yes	no data	\$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	IRS	IRS guidelines	IRS guidelines	3690	3322	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	293	yes	both	none
Washington	50.0¢	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	284	282	yes	cash	\$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	no data	varies	varies	1032	1009	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

County Salaries in North Carolina 2011

County	Reimbursements			Number of Positions		On Call Compensation		Longevity Pay Plan
	Mileage Rate	Meals/Day In-State	Out-of-State	Budget	Filled	Provided	Basis	
Wilkes	40.0¢	30	30	no data	850	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	258	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	50.0¢	35.15	35.15	no data	199	yes	cash	2.25% after 15 years; 3.25% after 20 years 4.5% after 25 years
1. Social Services are paid \$250/week								
2. 6.25% of hourly rate times number of hours on standby								
3. \$15/day for supervisors; \$12/day for others								
4. DSS pager \$200/month, Sheriff Investigator/911 Director 1 hour/day on call status								
5. Minimum of 2 hours paid								
6. \$300 per week.								
7. \$120/week, Holiday rate higher								
8. Social Services are paid, others receive time off								
9. \$10/day Mo–Th, \$20/day Fr–Su, \$30/holiday								
10. DSS only, flat fee per weekend								
11. \$70/week								
12. DSS \$100/wk; DSS Supv \$50/wk; Animal Control \$50/wk, overtime + 2 hours if called								
13. \$15/day for pager; time and one-half for non-exempt hours; \$35 /hr for exempt hours								
14. EMS and C-Comm paid according to IRS co-efficient scale; TPT paid at time and one-half								
15. Maximum accrual of 40 hours								