

TABLE 34. REIMBURSEMENT RATES, EMPLOYMENT DATA, AND LONGEVITY PAY PLANS								
January 1, 2012								
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	55.5¢	30	30	1064	1005	no	n/a	2.5% after 5 years; 4.0% after 10 years; 5.0% after 15 years; 6.0% after 20 years
Alexander	55.5¢	38	38	no data	no data	yes	cash	none
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; 5.0% after 25 years
Anson	55.5¢	no data	no data	249	239	yes	cash	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	199	192	yes	cash	2.5% Increase (one-step) after 4, 7, 9, 11 and 13 years
Avery	45.0¢	36	36	181	181	yes	time off	\$25 after 10 years; \$50 after 15 years; \$75 after 20 years; \$100 after 25 years
Beaufort	55.5¢	31.75	31.75	305	295	yes	cash	none
Bertie	50.0¢	38	38	146	141	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	55.5¢	51	51	937	918	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	IRS	no data	no data	1752	1686	yes	time off	\$25 less than 1 year; \$50 less than 5 years, \$150 after 5 years, \$200 after 20 years; \$300 after 25 years
Burke	45.0¢	no data	no data	no data	no data	yes	both	2.0% after 10 years; 4.0% after 15 years; 6.0% after 20 years
Cabarrus	55.5¢	46	US Guide	1035	1007	yes	no data	none
Caldwell	IRS	no data	no data	502	500	yes	both	\$450 after 5 years then \$50 more each subsequent year
Camden								
Carteret	IRS	44	44	414	404	yes	time off	\$50 first year plus \$20 for each additional year of service
Caswell								
Catawba	IRS	35	35	no data	1096	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	458	432	yes	cash	none
Cherokee	51.0¢	30	30	290	286	yes	both	1.0% after 5 years; 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years

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Reimbursements									
Mileage									
Meals/Day									
Number of Positions									
On Call Compensation									
County	Rate	In-State	Out-of-State	Budget	Filled	Provided	Basis	Longevity Pay Plan	
									4.0% after 25 years
Chowan	55.5¢	36	36	no data	127	yes	cash	11	none
Clay	50.5¢	30	30	195	195	yes	cash		none
Cleveland	50.0¢	35.15	37.50	790	764	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	no	no data	no data	yes	cash	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		none
Cumberland	IRS	46	46-71	2599	2351	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
		54 with rece	54 with receipts						
Currituck	50.0¢	39	46	357	349	yes	cash		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	IRS	no data	no data	746	723	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	45.0¢	actual cost	actual cost	296	289	yes	cash		\$50 after first year, \$30 additional per year after first year
Duplin	50.0¢	varies	varies	no data	504	yes	both		1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.50% after 25 years
Durham	51.0¢	51	51	1905	1813	yes	both		\$400 after 5 years; \$500 after 10 years; \$600 after 15 years; \$700 after 20 years; \$800 after 25 years
Edgecombe	50.5¢	actual cost	actual cost	no data	no data	yes	both	16	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	55.5¢	35	45	2384	2115	yes	time off		\$449 after 7 years, increases \$40 per year to maximum of \$1320
Franklin	IRS	30	68	457	439	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	55.5¢	48	48	1524	1425	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

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January 1, 2012								
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	Mileage Rate	Meals/Day In-State	Out-of-State	Budget	Filled	Provided	Basis	
Gates	IRS	34	34	87	87	yes	time off	none
Graham								
Granville	38.0¢	actual cost	actual cost	266	263	yes	cash	none
Greene	IRS	no data	no data	202	193	yes	time off	none
Guilford	55.5¢	actual cost	actual cost	2578	2339	yes	time off	\$500 after 5 years, then an additional \$100 per year. Maximum of \$3,000
Halifax	IRS	29	39	544	525	yes	cash	2.0% after 5 years; 3.0% after 10 years
Harnett	IRS	no data	no data	980	892	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	no data	no data	no data	506	504	no	n/a	2.00% after 5 years; 2.50% after 10 years; 3.00% after 15 years; 3.50% after 20 Years; 4.00% after 30 years
Henderson	no data	actual cost	actual cost	730	700	yes	cash	none
Hertford	48.0¢	41	46	196	192	no	n/a	\$100 after 4 years; \$400 after 5 years; \$600 after 10 years; \$800 after 15 years; \$1,000 after 20 years
Hoke	no data	25	25	384	375	yes	time off	none
Hyde								
Iredell	51.0¢	46	46	no data	no data	no	n/a	none
Jackson								
Johnston	55.5¢	actual cost	actual cost	unknown	908	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	113	113	no	n/a	none
Lee	51.0¢	46	46	341	338	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	no data	no data	no data	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	55.5¢	35	35	670	no data	yes	cash	none
McDowell	no data	25	25	435	435	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	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	45.0¢	30.50	30.50	259	251	yes	both	10 none
Martin	no data	no data	no data	221	221	yes	no data	\$300 after 5 years; \$400 after 10 years; \$500 after 15 years; \$600 after 20 years; \$700 after 25 years; \$800 after 30 years

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	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								
Moore	IRS	28	28	627	595	yes	cash	9 no data
Nash	58.0¢	no data	no data	643	599	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	IRS	33	33	1570	1447	yes	cash	none
Northampton	no data	no data	no data	287	283	yes	cash	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	55.5¢	varies	varies	1237	1196	yes	cash	13 none
Orange	55.5¢	no data	no data	872	826	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	152	150	yes	cash	1.5% after 5 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years;
Pasquotank	51.0¢	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	369	355	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	121	yes	cash	none
Person	55.5¢	36	36	396	373	yes	no data	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	no data	38	38	205	205	yes	both	4 none
Randolph	IRS	25	25	758	758	yes	cash	12 none
Richmond	55.5¢	30	30	no data	no data	yes	cash	\$100 after 5 years; \$250 after 10 years; \$350 after 15 years; \$500 after 20 years
Robeson	45.0¢	33	33	1047	1013	yes	time off	none
Rockingham	55.0¢	32	32	672	646	no data	no data	1.5% after 6 years; 2.0% after 8 years; 2.5% after 10 years; 3.0% after 12 years;

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	Mileage Rate	Meals/Day In-State	Out-of-State	Budget	Filled	Provided	Basis	
								3.5% after 14 years; 4.0% after 16 years; 4.5% after 18 years; 5.0% after 20 years
Rowan	55.5¢	36	36	739	724	yes	time off	1 none
Rutherford	55.5¢	no data	no data	406	no data	yes	no data	0.5% after 5 years; 0.75% after 10 years; 1.125% after 15 years; 1.25% after 20 years
Sampson								
Scotland	40.0¢	IRS guideline	IRS guidelines	no data	no data	yes	cash	2 none
Stanly	IRS	26	26	440	411	yes	both	1.5% after 5 years; 2.25% after 10 years; 3.25% after 15 years; 4.5% after 20 years
Stokes	41.0¢	30.50	30.50	285	278	yes	cash	7 1.00% for each year, additional 1.00% for 4,6,8 years and additional 2.0% for 10,15,20, 25 years
Surry	55.5¢	IRS guideline	IRS guidelines	no data	851	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	217	217	yes	cash	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Transylvania	45.0¢	40	40	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	55.5¢	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	55.5¢	no data	no data	959	913	yes	cash	none
Vance	50.0¢	actual cost	actual cost	340	313	yes	cash	\$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 guideline	IRS guidelines	3857	3582	no	n/a	1.50% 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	51.0¢	30	40	300	290	yes	both	none
Washington	50.0¢	32	32	no data	206	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	50.0¢	34	34	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
Wayne	IRS	35	35	700	685	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

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January 1, 2012									
Reimbursements									
Mileage		Meals/Day		Number of Positions		On Call Compensation		Longevity Pay Plan	
County	Rate	In-State	Out-of-State	Budget	Filled	Provided	Basis		
Wilkes	40.0¢	30	30	no data	611	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	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	IRS	GSA rates	GSA rates	278	271	no	n/a		0.50% after 10 years; 0.75% after 15 years; 1.0% after 20 years; 1.25% after 25 years
Yancey	51.0¢	35.15	35.15	202	202	yes	cash		1.5% after 30 years 2.25% after 15 years; 3.25% after 20 years 4.5% after 25 years
1	Accrue 4 hours of comp times per 7 days on-call								
2	DSS and Animal Control \$200/week								
3	\$12/day								
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	Some DSS, Social Workers and Home Health Nurses receive								
8	Social Services are paid, others receive time off								
9	\$10/day Mo-Th, \$20/day Fr-Su, \$30/holiday								
10	911 - \$1.00/hr, Animal Control - \$15.00/day								
11	\$70/week								
12	DSS \$100/wk; DSS Supv \$50/wk; Animal Control \$50/wk, overtime + 2 hours if called								
13	\$15/day for cell phone and \$30 per home visit								
14	Varies by department and position								
15	\$10/day Mo-Th, \$20/day Fr-Su, \$40/holiday								
16	Eight hours of time off/pay per week								