

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

Jan-15

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	56.5¢	30	30	1037	985	no	n/a	none if hired 7/1/2013 or later
Alexander	56.5¢	45	45	285	285	yes	time off	1.5% after 5 years; 1.6% after 6 years; 1.7% after 7 years; 1.8% after 8 years; 1.9 % after 9 years
Alleghany	40.5¢	40	40	104	104	yes	both	4.0% after 1 year
Anson	56.5¢	no data	no data	no data	237	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	23.5¢	actual costs	actual costs	222	214	yes	cash	2.5% Increase (one-step) after 4, 7, 9, 11 and 13 years
Avery	45.0¢	36	36	196	194	yes	time off	25% bi-weekly pay after 10 years; 50% after 15 years; 75% after 20 years; 100% after 25 years
Beaufort								
Bertie	56.5¢	38	38	192	169	yes	time off	\$200 after 0 years; \$400 after 5 years; \$600 after 10 years; \$800 after 15 years \$1,000 after 20 years
Bladen	56.5¢	no data	no data	374	351	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	56.5¢	50	50	935	924	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	actual costs	actual costs	no data	no data	yes	time off	\$100 less than 1 year; 1.0% after 1 year, 3.0% after 2 years, 4.0% after 5 years; 5.0% after 10 years; 6.0% after 15 years; 7.0% after 25 years
Burke	45.0¢	no data	no data	no data	no data	yes	cash	2.0% after 10 years; 4.0% after 15 years; 6.0% after 20 years
Cabarrus	56.5¢	46	83	1096	1036	yes	no data	none
Caldwell	IRS	33	39	518	516	yes	both	\$400 after 5 years, increase by \$50 per year after that
Camden								
Carteret	no data	46	46	417	402	yes	time off	\$50 first year plus \$20 for each additional year of service
Caswell	IRS	no data	no data	no data	no data	yes	both	1.0% after 5 years; 2.0% after 10years; 3.0% after 15 years; 4.0% after 20 years
Catawba	IRS	35	35	1082	1021	yes	cash	\$500 after 5 years, \$650 after 10 years, \$800 after 15 years, \$1,000 after 20 years \$1,500 after 25 years
Chatham	55.5¢	30	30	499	467	yes	cash	none
Cherokee	56.5¢	46	46	302	299	yes	time off	none
Chowan	55.5¢	36	36	136	136	yes	cash	none
Clay	56.5¢	30	30	210	no data	yes	cash	none
Cleveland	51.0¢	37.9	39.80	846	797	no	n/a	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years

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Columbus	no data	35.15	actual cost	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	IRS	actual cost	actual cost	no data	579	yes	cash	\$200 after 5 years then additional \$25/year. Maximum of \$1,000 annual
Cumberland	56.0¢	actual costs	actual costs	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. Hired before 6/30/2012
Currituck	56.0¢	fed allow	fed allow	358	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	56.5¢	per diem	per diem	757	718	yes	cash	1.0% after 5 years; 2.0% after 10 years; 3.0% after 15 years
Davidson	56.5¢	actual cost	actual cost	no data	no data	yes	cash	\$50 per year after 1 years; \$30 per year each year after
Davie	45.0¢	actual cost	actual cost	304	301	yes	cash	\$50 after first year, \$30 additional per year after first year
Duplin	IRS	varies	varies	no data	507	yes	both	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.50% after 25 years
Durham	56.5¢	51	51	1920	1777	yes	both	none
Edgecombe	55.5¢	actual cost	actual cost	470	455	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	56.5¢	no data	no data	no data	2070	yes	both	\$680 after 7 years, increases \$40 per year to maximum of \$2,000
Franklin	IRS	30	68	479	462	yes	both	\$300 after 3 years; \$400 after 8 years; \$500 after 13 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	50.0¢	no data	no data	1535	1383	yes	no data	no data
Gates	IRS	37.30	37.30	102	102	yes	time off	none
Graham								
Granville	38.0¢	actual cost	actual cost	no data	no data	yes	cash	none
Greene	IRS	no data	no data	202	193	yes	no data	none
Guilford	56.0¢	actual cost	actual cost	2409	2256	no	n/a	None if hired after 7/1/2010
Halifax	IRS	29	39	558	520	yes	cash	2.0% after 5 years; 3.0% after 10 years
Harnett	no data	no data	no data	825	824	yes	time off	1.00% after 5 years; 1.50% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years

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Haywood	55.5¢	39	39	504	496	yes	time off	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	56.5¢	actual cost	actual cost	761	721	yes	cash	1.00% after 5 years; 2.00% after 10 years; 3.00% after 15 years; 5.0% after 20 years; 7.5% after 25 years
Hertford	48.0¢	41	65	281	266	yes	time off	\$100 after 1 year; \$400 after 5 years; \$600 after 10 years; \$800 after 15 years; \$1,000 after 20 years
Hoke	56.5¢	25	actual cost	404	401	yes	cash	none
Hyde	55.0¢	no data	no data	129	125	yes	cash	\$400 after 5 years; \$600 after 10 years; \$800 after 15 years; \$1,000 after 20 years
								\$800 after 15 years; \$1,000 after 20 years
Iredell	no data	no data	no data	no data	no data	yes	cash	none
Jackson	50.5¢	32	36	391	388	yes	cash	none
Johnston	IRS	actual cost	actual cost	no data	1234	yes	both	\$300 after 5 years; \$450 after 10 years; \$600 after 15 years; \$750 after 20 years
Jones	55.0¢	no data	no data	107	105	no	n/a	none
Lee	no data	no data	no data	356	349	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	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	56.0¢	35	35	681	no data	yes	cash	none
McDowell	no data	27.50	27.50	no data	no data	no data	no data	1.5% after 10 years; 2.25% after 15 years;
								3.25% after 20 years; 4.25% after 25 years
Macon	56.0¢	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								
Martin	no data	no data	no data	218	210	yes	time off	\$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	IRS	no data	no data	5465	5442	no	n/a	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	55.5¢	no data	no data	181	181	yes	time off	1.0% after 10 years; 1.5% after 15 years;
								2.0% after 20 years; 2.5% after 25 years;
Montgomery	56.0¢	30.50	32.50	no data	no data	no	n/a	2.0% after 10 years; 2.5% after 15 years;
								3.0% after 20 years; 3.5% after 25 years;
								4.0% after 30 years
Moore	IRS	28	28	642	609	yes	both	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

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	Mileage Rate	Meals/Day In-State		Budget	Filled	Provided	Basis	
Nash	56.0¢	no data	no data	676	636	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
New Hanover	56.0¢	46	46	1661	1597	yes	cash	none
Northampton	50.0¢	no data	no data	287	284	yes	cash	10 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	IRS	46	46	1,218	1,133	yes	cash	10 none
Orange	56.0¢	fed allow	fed allow	925	869	yes	both	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Pamlico	28.5¢	46	46	154	no data	yes	cash	1.5% after 5 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years;
Pasquotank	56.0¢	30.50	31.50	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	40	40	401	381	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	131	126	yes	cash	none
Person	56.0¢	36	36	408	398	yes	cash	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	fed allow	fed allow	788	788	yes	both	9 none
Richmond	55.5¢	46	46	545	537	yes	cash	3 \$100 after 5 years; \$250 after 10 years; \$350 after 15 years; \$500 after 20 years
Robeson	no data	33	33	1087	1002	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	56.0¢	32	32	650	640	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
Rowan	56.0¢	36	36	778	743	yes	time off	12 none
Rutherford	no data	no data	no data	406	no data	yes	time off	0.5% after 5 years .75% after 10 years; 1.125% after 15 years; 1.25% after 20 years
Sampson	56.5¢	no data	no data	526	502	yes	cash	2 1.50% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Scotland	40.0¢	IRS guidelines	IRS guidelines	305	291	yes	cash	6 \$200 after 5 years; \$325 after 10 years; \$450 after 15 years; \$575 after 20 years; \$700 after 25 years
Stanly	IRS	34	34	no data	462	no	n/a	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

