

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

January 2014								
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	1022	986	no	n/a	2.5% after 5 years; 4.0% after 10 years; 5.0% after 15 years; 6.0% after 20 years;
Alexander	56.5¢	38	38	268	266	yes	cash	none
Alleghany	40.5¢	40	40	106	106	yes	both	2.0% after 1 year
Anson	56.5¢	no data	no data	no data	236	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	208	205	yes	cash	2.5% Increase (one-step) after 4, 7, 9, 11 and 13 years
Avery	45.0¢	36	36	196	196	yes	time off	25% bi-weekly pay after 10 years; 50% after 15 years; 75% after 20 years; 100% after 25 years
Beaufort	55.5¢	31.75	31.75	312	299	yes	no data	none
Bertie	56.5¢	38	38	149	138	yes	time off	\$200 after 0 years; \$400 after 5 years; \$600 after 10 years; \$800 after 15 years \$1000 after 20 years
Bladen	56.5¢	no data	no data	374	357	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¢	51	51	940	919	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	1425	1383	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	both	2.0% after 10 years; 4.0% after 15 years; 6.0% after 20 years
Cabarrus	56.5¢	46	83	1080	1019	no data	no data	none
Caldwell	IRS	33	39	505	503	yes	both	\$400 after 5 years, increase by \$50 per year after that
Camden	no data	actual costs	actual costs	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	IRS	no data	no data	413	404	yes	no data	\$50 first year plus \$20 for each additional year of service
Caswell	IRS	30	30	229	229	yes	both	1.0% after 5 years; 2.0% after 10 years; 3.0% after 15 years; 4.0% after 20 years
Catawba	IRS	35	35	1104	1035	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	496	475	yes	cash	none
Cherokee	56.5¢	30	30	299	293	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	55.5¢	36	36	127	127	yes	no data	none
Clay	50.5¢	30	30	202	no data	yes	cash	none
Cleveland	51.0¢	36.35	38.75	821	789	no	n/a	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Columbus	56.5¢	35.15	actual cast	530	490	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 then additional \$25/year. Maximum of \$1,000 annual
Cumberland	IRS	actual costs	actual costs	2353	2168	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 year. Hired before 6/30/2012
Currituck	51.0¢	39	46	370	361	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	per diem	per diem	733	719	yes	cash	1.0% after 5 years; 2.0% after 10 years; 3.0% after 15 years
Davidson	52.0¢	40	40	1372	1087	yes	cash	\$35 per year after 3 years; \$50 per year after 10 years; \$75 per year after 20 years
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	507	no data	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	1976	1826	yes	both	none
Edgecombe	55.5¢	actual cost	actual cost	no data	no data	yes	no data	2.5% after 5 years; 4.0% after 10 years;

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	Mileage Rate	Meals/Day In-State	Out-of-State	Budget	Filled	Provided	Basis	
								5.0% after 15 years; 6.0% after 20 years; 6.5% after 25 years
Forsyth	56.5¢	35	45	2297	2053	yes	both	¹⁴ \$578 after 7 years, increases \$40 per year to maximum of \$2,000
Franklin	IRS	30	68	483	453	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	1547	1440	yes	no data	1.5% after 8 years
Gates								
Graham								
Granville	38.0¢	actual cost	actual cost	no data	no data	yes	cash	none
Greene	IRS	no data	no data	171	163	yes	time off	none
Guilford	56.5¢	actual cost	actual cost	2371	2189	no	n/a	\$500 after 5 years, then an additional \$100 per year. Maximum of \$3,000. Not eligible if hired after 7/1/2010
Halifax	IRS	29	39	545	no data	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
Haywood	55.5¢	39	39	501	494	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	56.5¢	actual cost	actual cost	752	715	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	197	192	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¢	46	46	396	390	yes	cash	none
Hyde	56.5¢	no data	no data	123	120	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	55.5¢	55	52	938	908	yes	cash	none
Jackson	50.5¢	32	36	383	380	yes	cash	¹¹ none
Johnston	56.5¢	actual cost	actual cost	no data	1001	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	113	111	no	n/a	none
Lee	56.5¢	no data	no data	346	340	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	671	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								
Madison	45.0¢	30.50	30.50	227	224	yes	both	¹⁰ none
Martin	no data	no data	no data	218	209	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	55.5¢	51-61	46-71	5376	4936	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	no data	no data	no data	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	626	586	yes	both	⁹ 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	56.5¢	no data	no data	641	619	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

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New Hanover	56.5¢	46	46	1655	1573	yes	cash	none
Northampton	50.0¢	no data	no data	287	285	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	56.5¢	46	varies	1234	1159	yes	cash	¹³ none
Orange	56.5¢	46	41-66	909	849	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	150	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	56.5¢	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	40	40	393	384	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	125	124	yes	cash	none
Person	55.5¢	36	36	410	401	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	48.5¢	38	38	no data	no data	yes	both	⁴ none
Randolph	IRS	25	25	767	767	yes	both	¹² none
Richmond	IRS	30	30	no data	no data	yes	cash	³ \$100 after 5 years; \$250 after 10 years; \$350 after 15 years; \$500 after 20 years
Robeson	45.0¢	33	33	1083	1010	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	no data	680	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	56.5¢	36	36	778	752	yes	time off	¹⁵ none
Rutherford	no data	no data	no data	406	no data	yes	time off	\$50 after 1 year; 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	309	285	yes	cash	⁷ none
Stanly	IRS	26	26	440	420	yes	both	1.5% after 5 years; 2.25% after 10 years; 3.25% after 15 years; 4.5% after 20 years
Stokes								
Surry	56.5¢	IRS guidelines	IRS guidelines	526	522	yes	both	¹⁴ 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Swain								
Transylvania	45.0¢	40	40	311	307	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	56.5¢	no data	no data	86	86	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	actual cost	actual cost	no data	no data	yes	cash	none \$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
Vance	55.5¢	no data	no data	339	309	yes	cash	1.50% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years.
Wake	55.5¢	no data	no data	3727	3280	yes	cash	Program being phased out. Employees hired after 6/16/1995 not eligible.
Warren	56.5¢	30	40	372	301	yes	both	none
Washington	50.0¢	47	47	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;

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Watauga	50.0¢	34	34	no data	no data	yes	no data	3.0% after 25 years
Wayne	IRS	46	46	1210	1107	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	746	no	n/a	\$300 after 1 year, \$600 after 5 years, \$900 after 10 years, \$1,200 after 15 years, \$1,500 after 20 years
Wilson	56.5¢	no data	no data	830	830	no data	no data	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	258	242	yes	time off	\$250 after 10 years; \$375 after 15 years; \$525 after 20 years; \$725 after 25 years; \$1,000 after 30 years
Yancey	no data	no data	no data	no data	no data	yes	time off	2.25% after 15 years; 3.25% after 20 years 4.5% after 25 years
1	Accrue 5 hours time off for each week on call							
2	\$1.00 per hour on call							
3	\$50 per week							
4	DSS pager \$200/month, Sheriff Investigator/911 Director 1 hour/day on call status							
5	\$15 weekday nights, \$40 weekends							
6	\$300 per week.							
7	\$200/week DSS and Animal Control							
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	\$100/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 \$35 per home visit							
14	Varies by department and position							
15	Accrue 4 hours time off for each week on call							