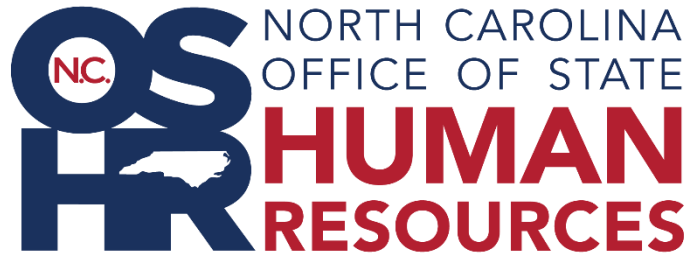


MARCH 5, 2025



2025 COSTS ASSOCIATED WITH THE DEFENSE OR SETTLEMENT OF LAWSUITS REPORT

To the Joint Legislative Commission on Governmental Operations
Committee, Pursuant to N.C.G.S. § 126-6.2(b), for the period of January 1 –
December 31, 2025.

Staci Meyer | State Human Resources Director

COSTS ASSOCIATED WITH DEFENSE OR SETTLEMENT OF LAWSUITS

This report provides the number and total cost of defense and settlement of administrative grievances and lawsuits for state agencies and universities reported by the agency head to OSHR.

- Total Number of Settlements Processed through OSHR: 47
- Total Cost of Settlements: **\$3,039,944.94**

Table 1: Costs from Orders of the Office of Administrative Hearings

Agency	#	Back Pay *	Attorney Fees	Front Pay	Other Costs Including Lump Sum Exceptions	Grand Total (Gross)
Health and Human Services	1	\$342,475.25	\$42,000	\$0.00	\$11,000.00	\$395,475.25
Adult Correction	3	\$104,763.96	\$0.00	\$0.00	\$0.00	\$104,763.96
Total	4	\$447,239.21	\$42,000.00	\$0.00	\$11,000.00	\$500,239.21

Table 2: Costs from Modified Disciplinary Decisions in Final Agency Decisions

Agency	#	Back Pay *	Attorney Fees	Front Pay	Other Costs Including Lump Sum Exceptions	Grand Total (Gross)
Adult Correction	16	\$532,322.87	\$0.00	\$0.00	\$0.00	\$532,322.87
Public Safety	2	\$1,643.51	\$0.00	\$0.00	\$0.00	\$1,643.51
State Highway Patrol	3	\$1,504.59	\$0.00	\$0.00	\$0.00	\$1,504.59
Total	21	\$535,470.97	\$0.00	\$0.00	\$0.00	\$535,470.97

Table 3: Costs of Settlements by Agency

Agency	#	Back Pay *	Attorney Fees	Front Pay	Other Costs Including Lump Sum Exceptions	Grand Total (Gross)
State Auditor	9	\$43,286.36	\$28,280.00	\$0.00	\$650,192.38	\$721,758.74
Health and Human Services	2	\$678,677.54	\$37,000.00	\$0.00	\$0.00	\$715,677.54
Adult Correction	5	\$248,103.31	\$18,750.00	\$0.00	\$0.00	\$266,853.31
Elizabeth City State	1	\$0.00	\$0.00	\$0.00	\$30,000.00	\$30,000.00
Transportation	1	\$0.00	\$15,000.00	\$0.00	\$0.00	\$15,000.00
State Controller	1	\$0.00	\$0.00	\$0.00	\$10,000.00	\$10,000.00
Total	19	\$970,067.21	\$99,030.00	\$0.00	\$690,192.38	\$1,759,289.59

Table 4: Costs from EEOC Mediations

Agency	#	Back Pay *	Attorney Fees	Front Pay	Other Costs Including Lump Sum Exceptions	Grand Total (Gross)
Health and Human Services	2	\$0.00	\$0.00	\$0.00	\$185,760.00	\$185,760.00
Transportation	1	\$18,952.17	\$40,233.00	\$0.00	\$0.00	\$59,185.17
Total	3	\$18,952.17	\$40,233.00	\$0.00	\$185,760.00	\$244,945.17

Table 5: Totals of all Costs by Agency/University

Agency	#	Back Pay *	Attorney Fees	Front Pay	Other Costs Including Lump Sum Exceptions	Grand Total (Gross)
Health and Human Services	5	\$1,021,152.79	\$79,000.00	\$0.00	\$196,760.00	\$1,296,912.79
Adult Correction	24	\$885,190.14	\$18,750.00	\$0.00	\$0.00	\$903,940.14
State Auditor	9	\$43,286.36	\$28,280.00	\$0.00	\$650,192.38	\$721,758.74
Transportation	2	\$18,952.17	\$55,233.00	\$0.00	\$0.00	\$74,185.17
Elizabeth City State	1	\$0.00	\$0.00	\$0.00	\$30,000.00	\$30,000.00
State Controller	1	\$0.00	\$0.00	\$0.00	\$10,000.00	\$10,000.00
Public Safety	2	\$1,643.51	\$0.00	\$0.00	\$0.00	\$1,643.51
State Highway Patrol	3	\$1,504.59	\$0.00	\$0.00	\$0.00	\$1,504.59
Total	47	\$1,971,729.56	\$181,263.00	\$0.00	\$886,952.38	\$3,039,944.94

* Back pay includes base salary and other pay such as longevity or shift premium.

SETTLEMENTS NOT SUBMITTED TO OSHR

This report only contains settlements reviewed and approved by OSHR. The agreements listed below were inadvertently omitted from the 2025 report by the responsible agencies. Consequently, the following costs did not receive OSHR approval and are not included in the total costs of settlements listed above.

1. Appalachian State University - \$13,558.16
 2. UNC Chapel Hill - \$25,000.00
 3. UNC Pembroke- \$15,000.00
- TOTAL – \$53,558.16