



Office of State Human Resources

ROY COOPER
Governor

BARBARA GIBSON
Director, State Human Resources

2020 Settlement Costs Report January 1, 2020 - December 31, 2020

Memorandum

To: North Carolina State Human Resources Commission
CC: OSHR Leadership Team
From: Nancy Astrike, Director, Diversity & Workforce Services
Re: 2020 Settlement Costs Report
Date: June 3, 2021

Per NCGS [126-6.2](#), this memo serves as the annual report of settlement costs for calendar year 2020. The head of each state agency, department, or institution employing state employees subject to the State Human Resources Act is required to report these costs to the Office of State Human Resources (OSHR). OSHR compiles these agency reports and transmits the information to the State Human Resources Commission (SHRC). The SHRC is required to report annually on these costs to the Joint Legislative Commission on Governmental Operations.

Data below reflects the period of January 1 through December 31, 2020 and reflects both the number and total cost of settlements for State Agencies and the University System.

All Agencies & Universities

- Total Number of Settlements Processed by OSHR: 21
- Total Cost of Settlements: \$2,393,593.67

Agencies Only

Agency	#	Settlement Amount*	Attorney Fees	Other	Grand Total (Gross)
Health and Human Services	4	\$310,085.14	\$93,949.90	\$0.00	\$404,035.04
DIT	1	\$0.00	\$25,000.00	\$0.00	\$25,000.00
Transportation	1	\$5,593.68	\$0.00	\$0.00	\$5,593.68
Public Safety	7	\$1,436,767.41	\$433,881.67	\$0.00	\$1,870,649.08
Justice	1	\$16.50	\$0.00	\$0.00	\$16.50
SBI	1	\$10,000.00	\$30,000.00	\$5,185.00	\$45,185.00
TOTAL	15	\$1,762,462.73	\$582,831.57	\$5,185.00	\$2,350,479.30

Universities Only

University	#	Settlement Amount*	Attorney Fees	Other	Grand Total (Gross)
NC A&T	2	\$7,329.27	\$1,295.00	\$0.00	\$8,624.27
NCCU	2	\$8,629.87	\$0.00	\$0.00	\$8,629.87
UNCP	1	\$20,000.00	\$4,350.00	\$0.00	\$24,350.00
WSSU	1	\$1,510.23	\$0.00	\$0.00	\$1,510.23
TOTAL	6	\$37,469.37	\$5,645.00	\$0.00	\$43,114.37

***This report only contains settlements reviewed and approved by OSHR of the Total Gross Earning**

- **Agency:** Agency settlements experienced a 38% decrease in the number of settlements and an 101% increase in total Agency settlement cost. In 2019, there were 24 Agency settlements totaling \$1,168,386.71.
- **University:** University settlements experienced a 25% decrease in the number of settlements and a 81% decrease in total University cost. In 2019, there were 8 University settlements totaling \$225,237.74.
- **Overall:** For both Agency and University settlements, there has been a 34% decrease in the number of settlements and a 72% increase in the total settlement cost. In 2019, OSHR processed 32 settlements costing \$1,393,624.45.