



Office of State Human Resources

ROY COOPER
Governor

BARBARA GIBSON
Director, State Human Resources

2021 Settlement Costs Report January 1, 2021 - December 31, 2021

Memorandum

To: North Carolina State Human Resources Commission
CC: OSHR Leadership Team
From: Nancy Astrike, Director, Diversity & Workforce Services
Re: 2021 Settlement Costs Report
Date: March 21, 2022

Per NCGS [126-6.2](#), this memo serves as the annual report of settlement costs for calendar year 2021. 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, 2021; this includes the number and total cost of settlements for State Agencies and the University System.

All Agencies & Universities

- Total Number of Settlements Processed by OSHR: 22
- Total Cost of Settlements: \$739,204.67

Agencies Only

Agency	#	Back Pay**	Attorney Fees	Front Pay	Other Omitted Benefits	Grand Total (Gross)
Health and Human Services	7	\$204,642.09	\$24,225.00	\$40,000.00	\$0.00	\$268,867.09
Public Safety	3	\$30,624.74	\$14,000.00	\$0.00	\$8,000.00	\$52,624.74
Revenue	2	\$22,341.98	\$0.00	\$0.00	\$306.62	\$22,648.60
Transportation	2	\$0.00	\$30,000.00	\$60,000.00	\$0.00	\$90,000.00
Insurance	1	\$11,976.29	\$0.00	\$0.00	\$0.00	\$11,976.29
Secretary of State	1	\$0.00	\$0.00	\$92,500.00	\$0.00	\$92,500.00
TOTAL	16	\$269,585.10	\$68,225.00	\$192,500.00	\$8,306.62	\$538,616.72

Universities Only

University	#	Back Pay**	Attorney Fees	Front Pay	Other Omitted Benefits	Grand Total (Gross)
NCCU	5	\$47,103.45	\$0.00	\$79,724.50	\$0.00	\$126,827.95
UNC Asheville	1	\$1,260.00	\$17,916.00	\$54,584.00	\$0.00	\$73,760.00
TOTAL	6	\$48,363.45	\$17,916.00	\$134,308.50	\$0.00	\$200,587.95

Notes:

1. This report only contains settlements reviewed and approved by OSHR of the Total Gross Earning.
2. Back Pay includes base salary and other pay such as longevity or shift premium.
3. The settlements/mediation agreements in the table below were inadvertently omitted from the 2021 report by the responsible agency/university. Consequently, the settlements did not receive OSHR approval. The amounts are not included in the overall totals.

University	#	Total
Fayetteville State University	1	\$15,000.00
UNC Greensboro	1	\$ 3,000.00
TOTAL	2	\$18,000.00

Summary:

- **Agency:** Agency settlements experienced a 7% increase in the number of settlements and a 77% decrease in total agency settlement cost. In 2020, there were 15 agency settlements totaling \$2,350,479.30.
- **University:** The number of university settlements remained consistent from 2020-21. However, there was a 365% increase in total university settlement cost. In 2020, there were six university settlements totaling \$43,114.37.
- **Overall:** For both agency and university settlements, there has been a 5% increase in the number of settlements and a 69% decrease in the total settlement cost. In 2020, OSHR processed 21 settlements costing \$2,393,593.67.