



2022 Settlement Costs Report January 1, 2022 - December 31, 2022

Memorandum

To: North Carolina State Human Resources Commission
CC: OSHR Leadership Team
From: Nancy Astrike, Director, Diversity & Workforce Services
Re: 2022 Settlement Costs Report
Date: February 28, 2023

Per NCGS [126-6.2](#), this memo serves as the annual report of settlement costs for calendar year 2022. 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, 2022; 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: 23
- Total Cost of Settlements: \$827,871.07

Agencies Only

Agency	#	Back Pay**	Attorney Fees	Front Pay	Other Omitted Benefits	Grand Total (Gross)
Transportation	6	\$122,645.87	\$7,500.00	\$0.00	\$0.00	\$130,145.87
Health and Human Services	5	\$89,501.97	\$176,563.00	\$0.00	\$13,337.21	\$279,402.18
Public Safety	4	\$249,384.42	\$48,422.46	\$0.00	\$0.00	\$297,806.88
Information Technology	2	\$0.00	\$22,800.00	\$10,000.00	\$0.00	\$32,800.00
Agriculture	1	\$0.00	\$10,000.00	\$0.00	\$0.00	\$10,000.00
Environmental Quality	1	\$0.00	\$0.00	\$716.00	\$0.00	\$716.00
Public Instruction	1	\$0.00	\$2,500.00	\$0.00	\$22,500.00	\$25,000.00
Wildlife Resources	1	\$9,401.33	\$0.00	\$0.00	\$0.00	\$9,401.33
TOTAL	21	\$470,933.59	\$267,785.46	\$10,716.00	\$35,837.21	\$785,272.26



Office of State Human Resources

ROY COOPER
Governor

BARBARA GIBSON
Director, State Human Resources

Universities Only

University	#	Back Pay**	Attorney Fees	Front Pay	Other Omitted Benefits	Grand Total (Gross)
NCCU	1	\$2,030.81	\$0.00	\$0.00	\$1,500.00	\$3,530.81
Western Carolina	1	\$39,068.00	\$0.00	\$0.00	\$0.00	\$39,068.00
TOTAL	2	\$41,098.81	\$0.00	\$0.00	\$1,500.00	\$42,598.81

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

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

- **Agency:** Agency settlements experienced a 31% increase in the number of settlements and a 46% increase in total agency settlement cost. In 2021, there were 16 agency settlements totaling \$538,616.72.
- **University:** The number of university settlements experienced a 67% decrease in the number of settlements and an 79% decrease in total university settlement cost. In 2021, there were six university settlements totaling \$200,587.95.
- **Overall:** For both agency and university settlements, there has been a 5% increase in the number of settlements and a 12% increase in the total settlement cost. In 2021, OSHR processed 22 settlements costing \$739,204.67.

*****The settlements/mediation agreements in the table below were inadvertently omitted from the 2022 report by the responsible agencies. Consequently, the settlement costs did not receive OSHR approval. The costs are not included in the total costs of settlements.**

Agency/University	#	Total
Health and Human Services	2	\$2,952.18
UNC SA	1	\$5,152.23
TOTAL	3	\$8,104.41