



Office of State Human Resources

ROY COOPER
Governor

BARBARA GIBSON
Director, State Human Resources

2023 Settlement Costs Report
January 1, 2023 - December 31, 2023

Memorandum

To: North Carolina State Human Resources Commission
CC: OSHR Leadership Team
From: Nancy Astrike, Director, Diversity & Workforce Services
Re: 2023 Settlement Costs Report
Date: May 1, 2024

Per NCGS [126-6.2](#), this memo serves as the annual report of settlement costs for calendar year 2023. 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, 2023; 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: **17**
- Total Cost of Settlements: **\$954,861.68**

Agencies Only

Agency	#	Back Pay**	Attorney Fees	Front Pay	Other Omitted Benefits	Grand Total (Gross)
Adult Correction	2	\$172,926.74	\$11,320.50	\$0.00	\$0.00	\$184,247.24
Cultural Resources	3	\$4,453.64	\$0.00	\$0.00	\$0.00	\$4,453.64
DMVA	1	\$0.00	\$0.00	\$0.00	\$49,700.00	\$49,700.00
Health and Human Services	4	\$27,100.30	\$0.00	\$0.00	\$0.00	\$27,100.30
Insurance	1	\$81,961.64	\$160,995.05	\$0.00	\$0.00	\$242,956.69
Public Safety	3	\$331,859.46	\$58,107.59	\$0.00	\$4,185.32	\$394,152.37
Revenue	1	\$0.00	\$14,375.00	\$0.00	\$21,550.00	\$35,925.00
TOTAL	15	\$618,301.78	\$244,798.14	\$0.00	\$75,435.32	\$938,535.24



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Universities Only

University	#	Back Pay**	Attorney Fees	Front Pay	Other Omitted Benefits	Grand Total (Gross)
NCCU	1	\$1,713.24	\$0.00	\$0.00	\$0.00	\$1,713.24
Winston-Salem	1	\$14,613.20	\$0.00	\$0.00	\$0.00	\$14,613.20
TOTAL	2	\$16,326.44	\$0.00	\$0.00	\$0.00	\$16,326.44

*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 **29% decrease** in the number of settlements and a **20% increase** in total agency settlement cost. In **2023**, there were **15** agency settlements totaling **\$938,535.24**. In **2022**, there were **21** agency settlements totaling **\$785,272.26**.

 - The increase in the total agency settlement costs was largely driven by two specific settlements. One settlement from the Department of Public Safety for \$325,846.81 and the other from the Department of Insurance for \$242,965.69. With a combined total of \$568,812.50, these two settlements account for 61% of the agency settlement costs during 2023.
- University:** There was no increase in the number of settlements. However, there was a **62% decrease** in total university settlement cost. In **2023**, there were **2** university settlements totaling **\$16,326.44**. In **2022**, there were **2** university settlements totaling **\$42,598.81**.
- Overall:** For both agency and university settlements, there has been a **26% decrease** in the number of settlements and a **15% increase** in the total settlement cost. In **2023**, OSHR processed **17** settlements costing **\$954,861.68**. In **2022**, OSHR processed **23** settlements costing **\$827,871.07**.

***The settlements/mediation agreements in the table below were inadvertently omitted from the 2023 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
Environmental Quality	1	\$17,112.30
TOTAL	1	\$17,112.30