



Office of State Human Resources

JOSH STEIN  
Governor

STACI MEYER  
Director, State Human Resources

## 2024 Settlement Costs Report January 1, 2024 - December 31, 2024

### MEMORANDUM

**TO:** Joint Legislative Commission on Governmental Operations  
**FROM:** Staci Meyer, Director of the Office of State Human Resources  
**DATE:** May 1, 2025

The following report is made pursuant to N.C.G.S. § 126-6.2(b) That statute reads:

“(b) Beginning May 1, 1998, and annually thereafter, the State Human Resources Commission shall report to the Joint Legislative Commission on Governmental Operations on the costs associated with the defense or settlement of lawsuits, and upon request, on the results of any other reports regarding human resources action or functions pursuant to subsection (a) of this section.”

Data below reflects the period of January 1 through December 31, 2024. This includes the number and total cost of defense and settlement of lawsuits for state agencies and the University System. 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 OSHR.

### All Agencies & Universities \*

- Total Number of Settlements Processed by OSHR: **13**
- Total Cost of Settlements: **\$630,355.56**

### Agencies Only \*

Agency	#	Back Pay **	Attorney Fees	Front Pay	Exceptions	Grand Total (Gross)
Adult Correction	1	\$44,828.60	\$15,440.00	\$0.00	\$0.00	\$60,268.60
Health and Human Services	6	\$291,187.88	\$20,200.29	\$0.00	\$83,000.00	\$394,388.17
Justice	1	\$7,687.20	\$0.00	\$0.00	\$0.00	\$7,687.20

State Bureau of Investigation	1	\$30,000.00	\$40,000.00	\$0.00	\$0.00	\$70,000.00
State Auditor	1	\$0.00	\$0.00	\$0.00	\$24,938.00	\$24,938.00
Wildlife Resources	1	\$37,966.25	\$16,685.40	\$0.00	\$0.00	\$54,651.65
<b>TOTAL</b>	<b>11</b>	<b>\$ 411,669.93</b>	<b>\$92,325.69</b>	<b>\$0.00</b>	<b>\$107,938.00</b>	<b>\$611,933.62</b>

**Universities Only \***

University	#	Back Pay **	Attorney Fees	Front Pay	Exceptions	Grand Total (Gross)
UNC Chapel Hill	1	\$ 2,689.60	\$0.00	\$0.00	\$0.00	\$2,689.60
UNC Wilmington	1	\$15,732.34	\$0.00	\$0.00	\$0.00	\$15,732.34
<b>TOTAL</b>	<b>2</b>	<b>\$18,421.94</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$18,421.94</b>

**Notes**

\* This report only contains settlements reviewed and approved by OSHR. See below for settlements that were inadvertently not submitted by the agency or university institution to OSHR.

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

**Trends**

- **Agencies:** There was a **27 percent decrease** in the number of settlements and a **35 percent decrease** in total agency settlement costs. In **2023**, there were **15** agency settlements totaling **\$938,535.24**.
- **Universities:** There was no increase in the number of settlements. However, there was a **13 percent increase** in total university settlement cost. In **2023**, there were **two** university settlements totaling **\$16,326.44**.
- **Overall:** For both agency and university settlements, there has been a **24 percent decrease** in the number of settlements and a **34 percent decrease** in the total settlement cost. In **2023**, OSHR processed **17** settlements costing **\$954,861.68**.

**Settlements Not Submitted to OSHR**

The settlements/mediation agreements in the table below were inadvertently omitted from the 2024 report by the responsible agencies. Consequently, the following settlement costs did not receive OSHR approval. The costs are not included in the total costs of settlements listed above.

Agency/University	#	Total
Public Instruction	1	\$ 5,764.50
UNC Chapel Hill	1	\$ 35,000.00
<b>TOTAL</b>	<b>1</b>	<b>\$ 40,764.50</b>