



STATE OF NORTH CAROLINA
OFFICE OF STATE HUMAN RESOURCES
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PAT MCCRORY
GOVERNOR

C. NEAL ALEXANDER, JR.
STATE HUMAN RESOURCES DIRECTOR

May 1, 2014

REPORT

TO: The Honorable Representative Thom Tillis, Co-Chairman
Joint Legislative Commission on Governmental Operations
The Honorable Senator Phil Berger, Co-Chairman
Joint Legislative Commission on Governmental Operations

FROM: C. Neal Alexander, Jr.

A handwritten signature in black ink, appearing to read "C. Neal Alexander, Jr.", written over a horizontal line.

SUBJECT: Costs associated with grievance cases of State employees

North Carolina General Statutes § 126-6.2.(b) requires the Office of State Human Resources (OSHR) to annually report to the Joint Legislative Commission on Governmental Operations the costs associated with settlements entered into by agencies and universities as result of grievances and contested cases filed by employees and former employees. The below figures encompass the period of May 1, 2013 through April 15, 2014 and are derived from an administrative register assembled by OSHR.

Back Pay/Front Pay	\$2,999,594.44
Attorney Fees	+ \$ <u>42,036.62</u>

Total: \$3,041,631.06

In the time period described above, there were a total of 83 settlements entered into by agencies and universities as a result of the grievances and contested cases filed. The total cost reported for the 83 settlements was \$3,041,631.06 or an average of \$36,646.16 per settlement.

If you have any questions about this report, please contact Benjamin Downing, Legislative Liaison with OSHR, at benjamin.downing@nc.gov or 919-807-4869.