



STATE OF NORTH CAROLINA  
OFFICE OF STATE HUMAN RESOURCES  
1331 MAIL SERVICE CENTER • RALEIGH, NC 27699-1331

PAT MCCRORY  
GOVERNOR

C. NEAL ALEXANDER, JR.  
STATE HUMAN RESOURCES DIRECTOR

April 20, 2016

**Memorandum**

To: The Honorable Representative Tim Moore, Co-Chairman  
Joint Legislative Commission on Governmental Operations  
The Honorable Senator Phil Berger, Co-Chairman  
Joint Legislative Commission on Governmental Operations

From: The North Carolina State Human Resources Commission

Re: 2015 Settlement Costs Report

This report contains the annual costs associated with the defense or settlement of lawsuits filed by current or former state employees and applicants for state employment. Pursuant to G.S. 126-6.2(a), 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) on an annual basis. OSHR compiles these agency reports and sends the information to the State Human Resources Commission (SHRC). Pursuant to G.S. 126-6.2(b), the SHRC is required to report annually on these costs by May 1<sup>st</sup> to the Joint Legislative Commission on Governmental Operations.

During 2015, 39 settlements were processed by OSHR with a total cost of \$1,450,380.69. The average cost per settlement was \$37,189.25.

If you have any questions, please contact me, Margaret Duke, OSHR Legislative Liaison, at (919) 807-4869 or at [margaret.b.duke@nc.gov](mailto:margaret.b.duke@nc.gov).



## 2015 Settlement Costs Report

January 1, 2015 – December 31, 2015

### All Agencies & Universities

- Total Number of Settlements Processed by OSHR: **39**
- Total Cost of Settlements: **\$1,450,380.69**
- Average Cost Per Settlement: **\$37,189.25**

### All Agencies

- Total Number of Settlements Processed by OSHR: **37 (95%)**
- Total Cost of Settlements: **\$1,377,616.69**
- Average Cost Per Settlement: **\$37,232.88**
- Total Number and Cost of Settlements By Agency:

Agency	#	Settlement Amount	Attorney Fees	Grand Total
Commerce	3	\$54,566.04	\$65,030.00	\$119,596.04
Health and Human Services	7	\$223,997.67	\$8,680.00	\$232,677.67
Transportation	3	\$60,892.42	\$14,900.00	\$75,792.42
Public Safety	22	\$422,717.36	\$212,452.45	\$635,169.81
Revenue	2	\$228,000.00	\$86,380.75	\$314,380.75

### All Universities

- Total Number of Settlements Processed by OSHR: **2 (5%)**
- Total Cost of Settlements: **\$72,764.00**
- Average Cost Per Settlement: **\$36,382.00**
- Total Cost of Settlements By University:

University	#	Settlement Amount	Attorney Fees	Grand Total
UNC Asheville	1	\$50,000.00	\$0.00	\$50,000.00
UNC Chapel Hill	1	\$22,764.00	\$0.00	\$22,764.00

**\* These figures do not include:**

1. Costs contained within mediation agreements
2. Costs contained in agreements not reviewed by OSHR

**\* Figures reflect net settlement costs after interim income is removed**



Agency / University	Date Received by OSHR	OSHR Settlement Approval Date	OSBM Settlement Approval Date	Total Cost of Settlement (Excluding Attorney Fees)	Attorney Fees Settlement Cost	Grand Total
Commerce	10/02/15	10/05/15	10/07/15	\$2,956.17	\$0.00	\$2,956.17
Commerce				\$21,948.75	\$65,030.00	\$86,978.75
Commerce				\$29,661.12	\$0.00	\$29,661.12
			<b>Commerce Total:</b>	<b>\$54,566.04</b>	<b>\$65,030.00</b>	<b>\$119,596.04</b>
DHHS		07/24/15	08/04/15	\$16,110.58	\$0.00	\$16,110.58
DHHS		08/14/15	08/20/15	\$49,412.91	\$0.00	\$49,412.91
DHHS		02/19/15	02/25/15	\$17,904.33	\$0.00	\$17,904.33
DHHS		08/04/15	08/07/15	\$78,204.78	\$0.00	\$78,204.78
DHHS	10/26/15	10/26/15	10/26/15	\$14,040.00	\$8,680.00	\$22,720.00
DHHS	12/11/15	12/14/15	12/14/15	\$5,939.86	\$0.00	\$5,939.86
DHHS				\$42,385.21	\$0.00	\$42,385.21
			<b>DHHS Total:</b>	<b>\$223,997.67</b>	<b>\$8,680.00</b>	<b>\$232,677.67</b>
Transportation	10/12/15	10/12/15	10/12/15	\$0.00	\$7,000.00	\$7,000.00
Transportation		02/05/14	02/06/15	\$10,476.42	\$6,000.00	\$16,476.42
Transportation		06/02/15	06/02/15	\$50,416.00	\$1,900.00	\$52,316.00
			<b>DOT Total:</b>	<b>\$60,892.42</b>	<b>\$14,900.00</b>	<b>\$75,792.42</b>
Public Safety		09/16/15	09/17/15	\$8,991.80	\$250.00	\$9,241.80
Public Safety		03/08/15	03/10/15	\$267.54	\$0.00	\$267.54
Public Safety				\$71,220.75	\$52,138.29	\$123,359.04
Public Safety		06/30/15	07/01/15	\$22,398.13	\$8,360.00	\$30,758.13
Public Safety	12/17/15			\$35,115.68	\$0.00	\$35,115.68
Public Safety		02/12/15	02/18/15	\$13,185.80	\$0.00	\$13,185.80
Public Safety		06/30/15	07/01/15	\$1,511.59	\$0.00	\$1,511.59
Public Safety		08/14/15	08/17/15	\$8,096.61	\$0.00	\$8,096.61
Public Safety	10/12/15	10/14/15	11/20/15	\$9,928.27	\$2,000.00	\$11,928.27
Public Safety		03/08/15	03/10/15	\$23,205.51	\$0.00	\$23,205.51
Public Safety		08/04/15	08/10/15	\$11,174.05	\$2,500.00	\$13,674.05
Public Safety		08/04/15	08/10/15	\$45,095.64	\$10,000.00	\$55,095.64
Public Safety				\$41,614.00	\$16,000.00	\$57,614.00
Public Safety		05/27/15	06/02/15	\$5,466.69	\$0.00	\$5,466.69
Public Safety		01/30/15	02/02/15	\$1,828.00	\$0.00	\$1,828.00
Public Safety		05/11/15	05/21/15	\$12,644.02	\$0.00	\$12,644.02
Public Safety	11/05/15	11/05/15	11/05/15	\$9,582.35	\$22,500.00	\$32,082.35
Public Safety		08/04/15	08/07/15	\$57,565.53	\$10,000.00	\$67,565.53
Public Safety				\$0.00	\$63,000.00	\$63,000.00
Public Safety		04/08/15	04/20/15	\$11,764.72	\$0.00	\$11,764.72
Public Safety		06/30/15	07/01/15	\$16,292.57	\$10,000.00	\$26,292.57
Public Safety		05/18/15	06/02/15	\$15,768.11	\$15,704.16	\$31,472.27
			<b>DPS Total:</b>	<b>\$422,717.36</b>	<b>\$212,452.45</b>	<b>\$635,169.81</b>
Revenue	11/17/15	11/20/15	11/20/15	\$108,000.00	\$71,380.75	\$179,380.75
Revenue	11/18/15	11/19/15	11/19/15	\$120,000.00	\$15,000.00	\$135,000.00
			<b>Revenue Total:</b>	<b>\$228,000.00</b>	<b>\$86,380.75</b>	<b>\$314,380.75</b>
UNC A		08/14/15	08/19/15	\$50,000.00	\$0.00	\$50,000.00
UNC CH		07/06/15	-	\$22,764.00	\$0.00	\$22,764.00
			<b>Total</b>	<b>\$1,062,937.49</b>	<b>\$387,443.20</b>	<b>\$1,450,380.69</b>
			<b>Agency</b>	<b>\$990,173.49</b>	<b>\$387,443.20</b>	<b>\$1,377,616.69</b>
			<b>University</b>	<b>\$72,764.00</b>	<b>\$0.00</b>	<b>\$72,764.00</b>