

# Massachusetts Civil Service Commission 2015 Calendar Year Statistics

## Highlights

- The Commission received 171 discipline, layoff and bypass appeals in 2015 and closed out 204.
- The open case inventory of these appeals as of December 31, 2015 is 90, 33 less than last year.
- 27 appeals have been pending before the Commission for more than 12 months as of December 31, 2015, 4 more than last year.

### Total Discipline, Bypass and Layoff Appeals Pending (2006 – 2015) as of:

2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
813	451	277	220	181	167	179	148	123	90

### Appeals Pending for more than 12 months (2006 – 2015) as of:

2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
550	210	121	98	62	43	46	42	23	27

## ANNUAL CYCLE TIME REPORT

Measure	Through CY13*	Through CY14*	Through CY15*	Target	Status
% of appeals disposed of within 4 months	49%	50%	52%	25%	On Target
% of appeals disposed of within 6 months	65%	67%	68%	50%	On Target
% of appeals disposed of within 9 months	78%	79%	78%	75%	On Target
% of appeals disposed of within 12 months	85%	87%	87%	95%	Near Target
Average Cycle Time for All Appeals	24 weeks	25 weeks	25 weeks	26 weeks	On Target
Average Cycle Time for Appeals that require Full Hearing or Motion Hearing	45 weeks	47 weeks	47 weeks	39 weeks	Near Target
		*For Appeals Filed on or after July 1, 2010 and closed as of December 31, 2015			

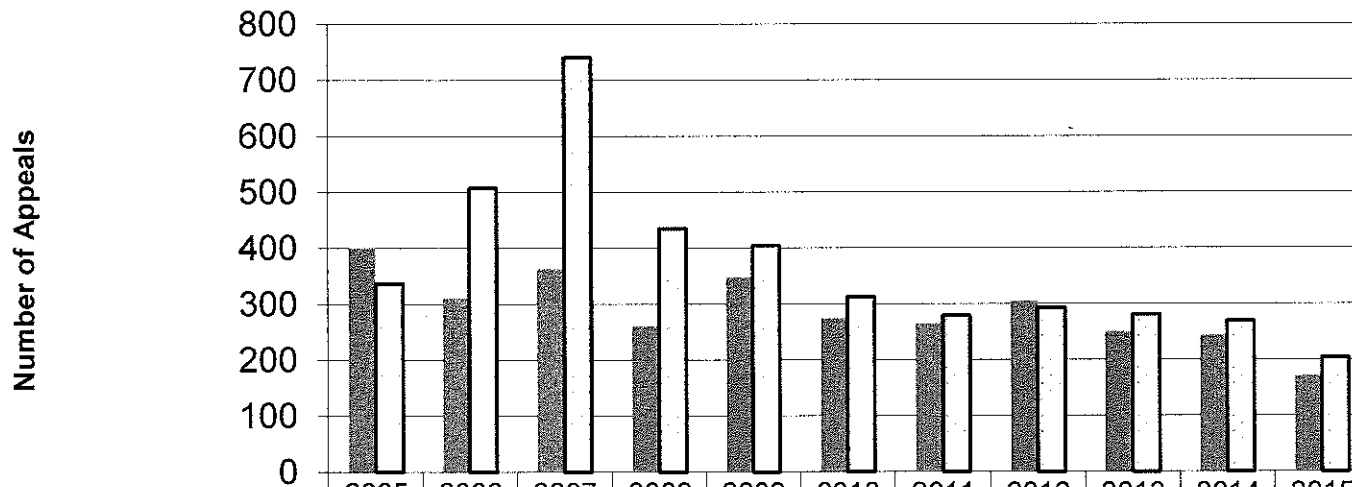
Massachusetts Civil Service Commission  
Open Discipline, Layoff and Bypass Cases: Month-End Report

	Dec 14	Jan 15	Feb 15	March 15	April 15	May 15	June 15	July 15	Aug 15	Sept. 15	Oct. 15	Nov. 15	Dec. 15
<b>OPEN DISCIPLINE AND LAYOFF CASES</b>	49	46	47	40	36	37	35	43	44	43	39	40	44
<b>OPEN BYPASS CASES</b>	74	72	71	76	72	64	60	64	58	52	44	41	46
<b>TOTAL OPEN DISCIPLINE, LAYOFF &amp; BYPASS CASES</b>	123	118	118	116	108	101	95	107	102	95	83	81	90

Massachusetts Civil Service Commission:  
Open Discipline, Layoff and Bypass Cases: Month-End Aging Report

YEAR APPEAL FILED	Dec 14	Jan 15	Feb 15	March 15	April 15	May 15	June 15	July 15	Aug 15	Sept. 15	Oct 15	Nov 15	Dec 15
<b>Pre-2013</b>	4	8	8	8	8	9	8	8	8	7	5	5	5
<b>2013</b>	18	14	12	10	7	4	4	3	3	3	2	2	1
<b>2014</b>	101	82	76	64	55	48	40	39	29	26	23	21	21
<b>2015</b>	--	14	22	34	38	40	43	57	62	59	53	54	63
<b>Total</b>	123	118	118	116	108	101	95	107	102	95	83	81	90

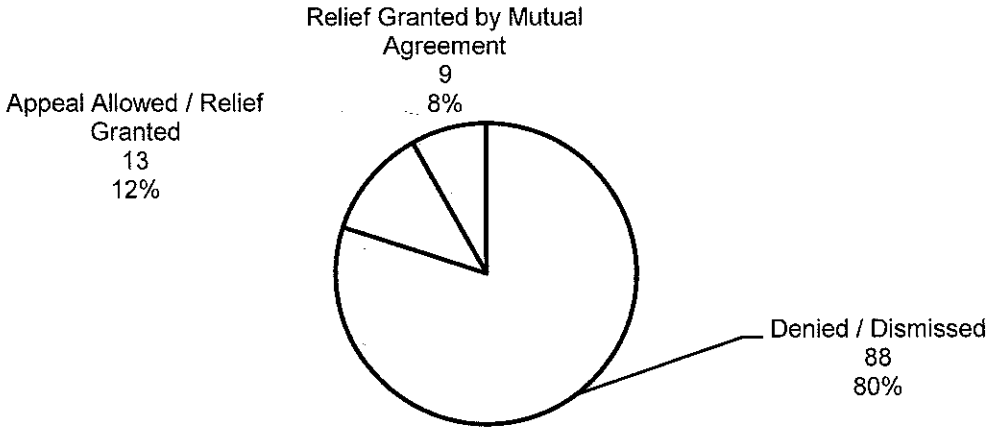
### Discipline, Bypass and Layoff Cases New Appeals Filed v. Dispositions



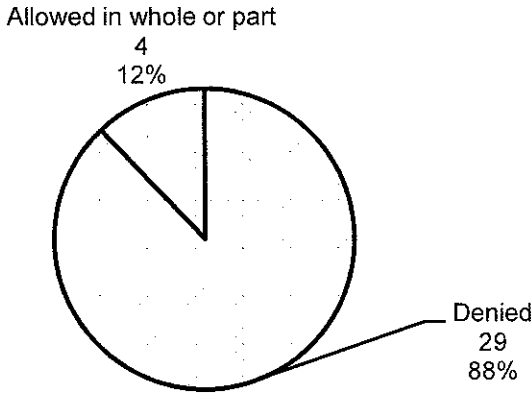
■ New Appeals	401	311	363	261	348	274	265	305	250	244	171
□ Appeals Closed	337	508	741	435	405	313	279	293	281	269	204

Calendar Year

**2015 Bypass and Related Appeals Seeking Relief:  
110 Decisions**

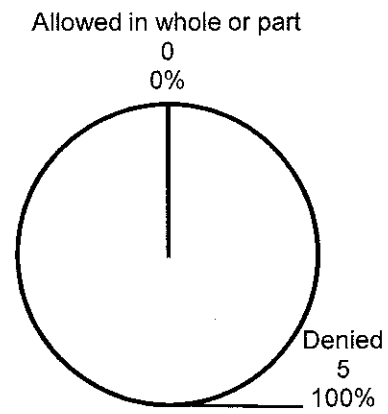


**2015 Discipline and Layoff Appeals:  
33 Decisions**



Since 1/1/06:  
496 (78%) denied;  
136 (22%) allowed in whole or part

**2015 YTD Classification Appeals:  
5 Decisions**





**STATISTICAL SUMMARY OF CSC DECISIONS APPEALED TO COURT AND PERCENTAGE OF TOTAL DECISIONS THAT HAVE STOOD  
YEAR-BY-YEAR COMPARISON (2006 – PRESENT)**

Calendar Year Commission Decision Issued	Total Substantive Commission Decisions Issued <sup>1</sup>	Of those decisions issued, Number Appealed To and Decided by Court	Of those decisions appealed, Number / Percentage <b>AFFIRMED</b>	Of those decisions appealed, Number / Percentage <b>OVERTURNED</b>	Percentage of Total Commission Decisions Issued that have "stood" (not appealed and/or overturned)
2006	191	25	21 (84%)	4 (16%)	98%
2007	220	24	22 (92%)	2 (8%)	99%
2008	158	25	17 (68%)	8 (32%)	95%
2009	134	28	18 (64%)	10 (36%)	93%
2010	140	26	22 (85%)	4 (15%)	97%
2011	126	13	9 (69%)	4 (31%)	98%
2012	116	16	10 (63%)	6 (37%)	95%
2013	117	19*	16 (84%)	3 (16%)	98%
2014	144	10*	8 (80%)	2 (20%)	99%
2015	139	—*	—	—	—
<b>2006-2015</b>	<b>1485</b>	<b>186</b>	<b>143 (77%)</b>	<b>43 (23%)</b>	<b>97%</b>

\*Cases still pending in various courts regarding decisions issued by Commission in this calendar year.

<sup>1</sup> Includes all substantive decisions reported in Commission statistics; does not include dispositions related to voluntary withdrawals, lack of prosecution and/or bypass / other appeals where the decision (i.e. —"310 relief" was granted by mutual agreement of the parties).