



## Massachusetts Civil Service Commission 2020 Calendar Year Statistics

### Highlights

- The Civil Service Commission *received* 178 new appeals during CY 2020 and *closed* out 212 appeals.
- The open case inventory of appeals as of December 31, 2020 is 156.
- 76 appeals have been pending before the Commission for more than 12 months.

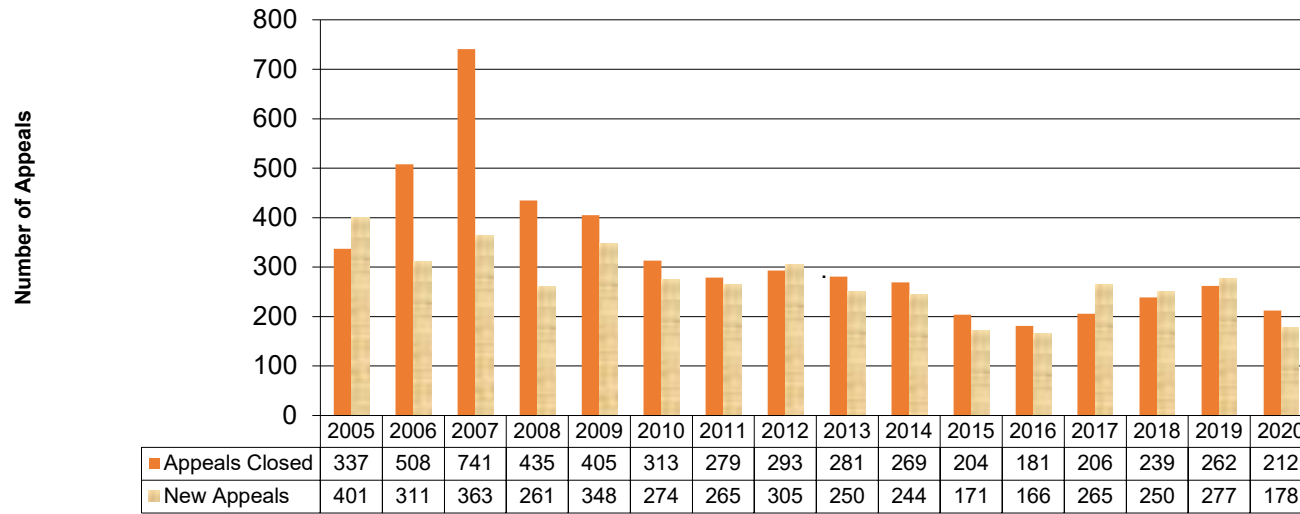
### Total Appeals Pending (2006 – 2020) as of:

2006	2009	2012	2015	2018	2019	2020
813	220	179	90	175	190	156

### Total Appeals Pending for more than 12 months (2006 – 2020) as of:

2006	2009	2012	2015	2018	2019	2020
550	98	46	27	60	71	76

### New Appeals Filed v. Dispositions



Calendar Year

### ANNUAL CYCLE TIME REPORT

Measure	Through CY14	Through CY15	Through CY16	Through CY17	Through CY 18	Through CY19	Through CY20	Target	Status
% of appeals disposed of within 17 weeks	50%	52%	53%	54%	54%	58%	<b>53%</b>	25%	On Target
% of appeals disposed of within 26 weeks	67%	68%	68%	69%	68%	69%	<b>63%</b>	50%	On Target
% of appeals disposed of within 39 weeks	79%	78%	79%	79%	79%	76%	<b>71%</b>	75%	Near Target
% of appeals disposed of within 52 weeks	87%	87%	86%	86%	86%	83%	<b>79%</b>	95%	Below Target
Average Cycle Time for All Appeals	25 weeks	25 weeks	26 weeks	26 weeks	26 weeks	28 weeks	<b>33 weeks</b>	26 weeks	Near Target
Average Cycle Time for Appeals that require Full Hearing or Motion Hearing	47 weeks	47 weeks	47 weeks	50 weeks	51 weeks	52 weeks	<b>67 weeks</b>	52 weeks	Below Target

\*Effective in CY19, cycle times are now based on a 3-year rolling average (i.e. – “Through CY20” includes appeals closed in CY18, CY19 and CY20.)

### AFFIRMATION RATE OF CSC DECISIONS (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 not overturned after judicial review)
<b>2006-2008</b>	569	74	60 (81%)	14 (19%)	98%
<b>2009-2011</b>	400	67	49 (73%)	18 (27%)	96%
<b>2012-2014</b>	377	50	39 (68%)	11 (32%)	97%
<b>2015-2017</b>	325	33	25 (76%)	8 (24%)	98%
<b>2018-2020</b>	262	16	14 (88%)	2 (12%)	99%
<b>2006-2020</b>	1933	240	187 (78%)	53 (22%)	97%

<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).

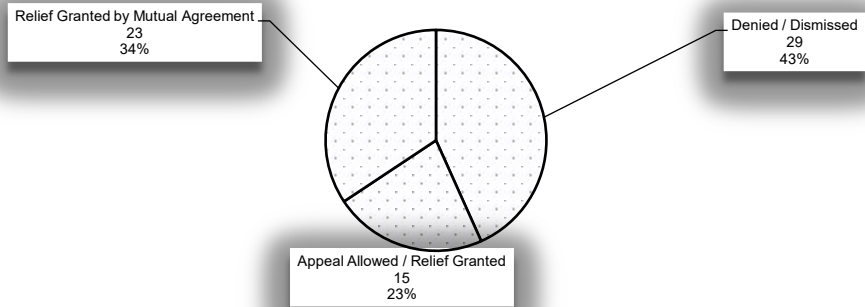
Massachusetts Civil Service Commission:  
Open Appeals (By Age): Quarter-End Report

YEAR APPEAL FILED	4 <sup>th</sup> Quarter: 2019	1 <sup>st</sup> Quarter 2020	2 <sup>nd</sup> Quarter 2020	3 <sup>rd</sup> Quarter 2020	4 <sup>th</sup> Quarter 2020
<b>2017</b>	25	19	16	12	8
<b>2018</b>	47	35	33	32	26
<b>2019</b>	118	67	53	47	35
<b>2020</b>		44	59	57	87
<b>Total</b>	190	165	161	148	156

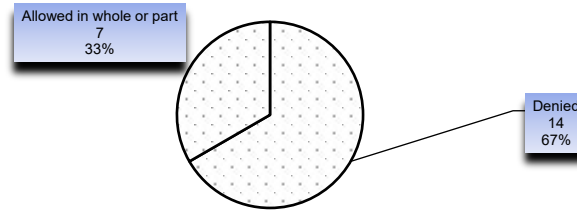
Massachusetts Civil Service Commission  
Open Appeals (By Type): Month-End Report

<b>TYPE OF APPEAL</b>	4 <sup>th</sup> Quarter: 2019	1 <sup>st</sup> Quarter 2020	2 <sup>nd</sup> Quarter 2020	3 <sup>rd</sup> Quarter 2020	4 <sup>th</sup> Quarter 2020
<b>DISCIPLINE / LAYOFF</b>	49	37	34	36	37
<b>BYPASS</b>	99	84	79	65	70
<b>EXAM</b>	5	12	10	4	7
<b>RECLASS</b>	19	15	20	22	73
<b>NON BYPASS EQUITY</b>	16	11	13	17	14
<b>INVESTIGATION REQUESTS</b>	6	6	5	4	5
<b>TOTAL</b>	190	165	161	148	156

**2020 Bypass and Equity Appeals  
67 Decisions**



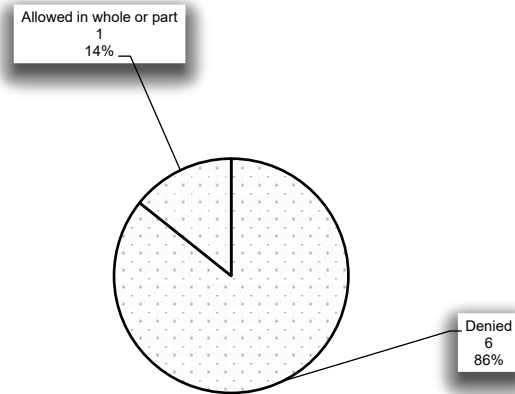
**2020 Discipline and Layoff Appeals:  
21 Decisions**



Since 1/1/06: 606 (79%) denied; 166 (21%) allowed in whole or part.



**2020 YTD Classification Appeals:  
7 Decisions**



**2020 YTD Examination Appeals:  
12 Decisions**

