



Massachusetts Civil Service Commission 2021 Calendar Year Statistics

Highlights

- The Civil Service Commission *received* 249 new appeals during CY 2021 and *closed* out 247 appeals.
- The open case inventory of appeals as of December 31, 2021 is 158.
- 33 appeals have been pending before the Commission for more than 12 months as of December 31, 2021.
- The average age of a pending appeal is 35 weeks as of December 31, 2021.

Total Appeals Pending (2006 – 2021) as of:

2006	2009	2012	2015	2018	2019	2020	2021
813	220	179	90	175	190	156	158

Total Appeals Pending for more than 12 months (2006 – 2021) as of:

2006	2009	2012	2015	2018	2019	2020	2021
550	98	46	27	60	71	76	33

Average Age of Pending Appeal (2019 – 2021) as of:

2019	2020	2021
46 weeks	62 weeks	35 weeks

ANNUAL CYCLE TIME REPORT

Measure	Through CY15	Through CY16	Through CY17	Through CY 18	Through CY19	Through CY20	Through CY21	Target	Status
% of appeals disposed of within 17 weeks	52%	53%	54%	54%	58%	53%	55%	25%	On Target
% of appeals disposed of within 26 weeks	68%	68%	69%	68%	69%	63%	64%	50%	On Target
% of appeals disposed of within 39 weeks	78%	79%	79%	79%	76%	71%	72%	75%	On Target
% of appeals disposed of within 52 weeks	87%	86%	86%	86%	83%	79%	75%	95%	Below Target
Average Cycle Time for All Appeals	25 weeks	26 weeks	26 weeks	26 weeks	28 weeks	33 weeks	36 weeks	26 weeks	Near Target
Average Cycle Time for Appeals that require Full Hearing or Motion Hearing	47 weeks	47 weeks	50 weeks	51 weeks	52 weeks	67 weeks	78 weeks	52 weeks	Below Target

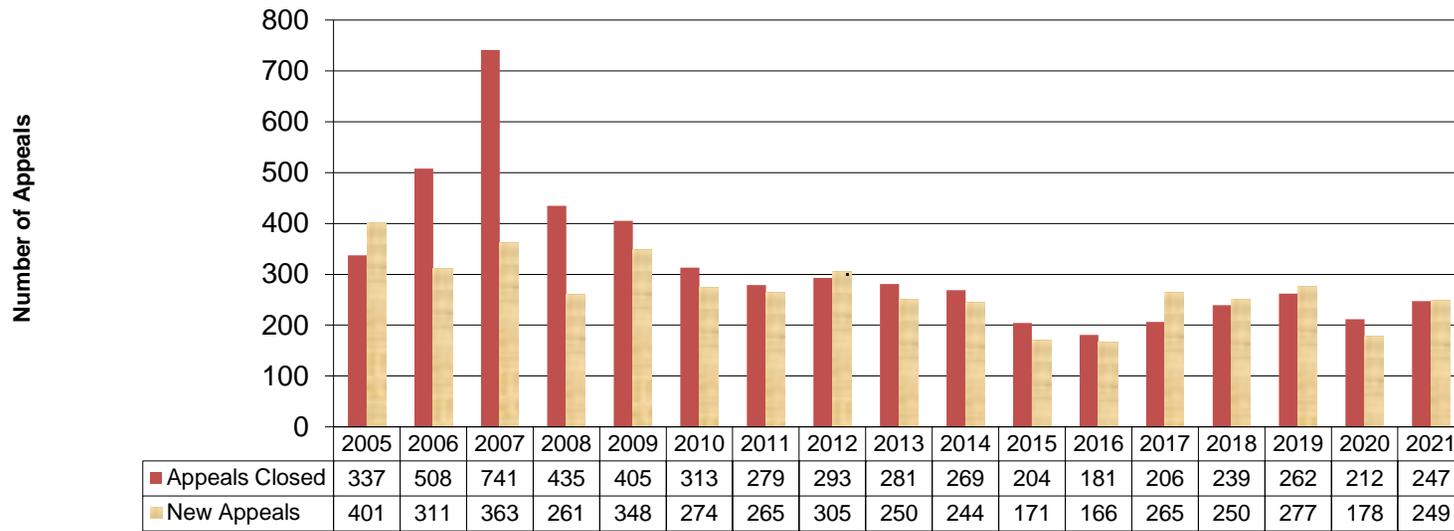
*Effective in CY19, cycle times are now based on a 3-year rolling average (i.e. – “Through CY21” includes appeals closed in CY19, CY20 and CY21.)

AFFIRMATION RATE OF CSC DECISIONS (2006 – PRESENT)

Calendar Year Commission Decision Issued	Total Substantive Commission Decisions Issued ¹	Of those decisions issued, Number Appealed To and Decided by Court	Of those decisions appealed, Number / Percentage AFFIRMED	Of those decisions appealed, Number / Percentage OVERTURNED	Percentage of Total Commission Decisions Issued that have “stood” (not appealed and/or not overturned after judicial review)
2006-2008	569	74	60 (81%)	14 (19%)	98%
2009-2011	400	67	49 (73%)	18 (27%)	96%
2012-2014	377	50	39 (68%)	11 (32%)	97%
2015-2017	325	33	26 (79%)	7 (21%)	98%
2018-2020	262	28	24 (86%)	4 (14%)	99%
2021	90	--	--	--	--
2006-2021	2023	252	198 (79%)	54 (21%)	97%

¹ 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).

New Appeals Filed v. Dispositions



Calendar Year

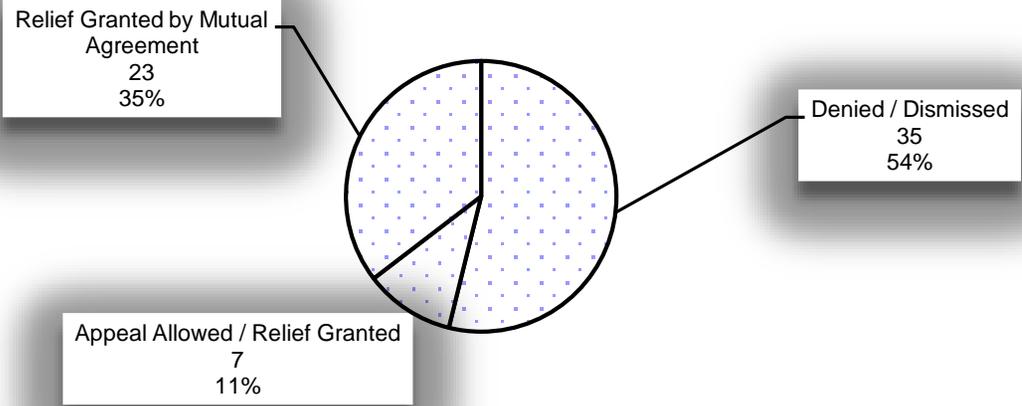
Massachusetts Civil Service Commission:
Open Appeals (By Age): Quarter-End Report

YEAR APPEAL FILED	4 th Quarter 2020	1 st Quarter 2021	2 nd Quarter 2021	3 rd Quarter 2021	4 th Quarter 2021
2017	8	2	2	0	0
2018	26	16	8	2	1
2019	35	32	19	13	11
2020	87	58	35	28	21
2021	--	42	46	99	124
Total	156	150	110	142	158

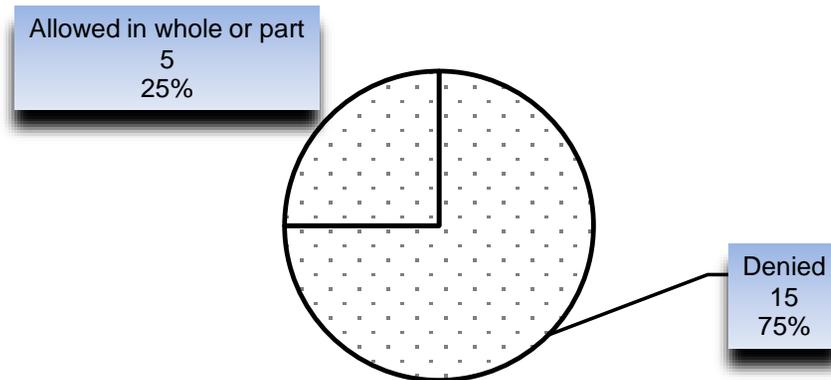
Massachusetts Civil Service Commission
Open Appeals (By Type): Month-End Report

TYPE OF APPEAL	4 th Quarter 2020	1 st Quarter 2021	2 nd Quarter 2021	3 rd Quarter 2021	4 th Quarter 2021
DISCIPLINE / LAYOFF	37	28	26	16	33
BYPASS	70	68	52	80	68
EXAM	7	17	4	20	19
RECLASS	23	19	13	10	15
NON BYPASS EQUITY	14	12	12	13	17
INVESTIGATION REQUESTS	5	6	3	3	6
TOTAL	156	150	110	142	158

**2021 Bypass and Related Appeals
65 Decisions**



2021 Discipline and Layoff Appeals: 20 Decisions



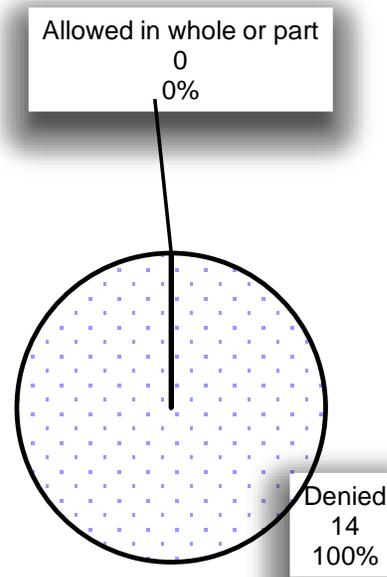
Since 1/1/06:

621

(79%) denied;

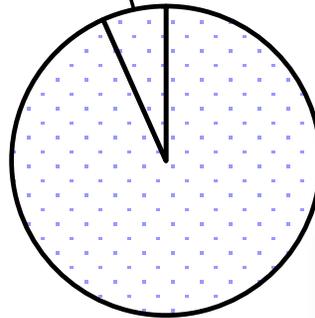
171 (21%) allowed in whole or part

2021 Classification Appeals: 14 Decisions



2021 Examination Appeals: 15 Decisions

Allowed in whole or part
1
7%



Denied
14
93%