



Massachusetts Civil Service Commission 2022 Calendar Year Statistics

Highlights

- The Civil Service Commission *received* 176 new appeals during CY 2022 and *closed* out 231 appeals.
- The open case inventory of appeals as of December 31, 2022 is 103.
- 25 appeals have been pending before the Commission for more than 12 months as of December 31, 2022.
- The average age of a pending appeal is 34 weeks as of December 31, 2022.

Total Appeals Pending (2006 – 2022) as of:

2006	2009	2012	2015	2018	2021	2022
813	220	179	90	175	158	103

Total Appeals Pending for more than 12 months (2006 – 2022) as of:

2006	2009	2012	2015	2018	2021	2022
550	98	46	27	60	33	25

Average Age of Pending Appeal (2019 – 2022) as of:

2019	2020	2021	2022
46 weeks	62 weeks	35 weeks	34 weeks

ANNUAL CYCLE TIME REPORT

Measure	Through CY15	Through CY16	Through CY17	Through CY 18	Through CY19	Through CY20	Through CY21	Through CY22	Target	Status
% of appeals disposed of within 17 weeks	52%	53%	54%	54%	58%	53%	55%	48%	25%	On Target
% of appeals disposed of within 26 weeks	68%	68%	69%	68%	69%	63%	64%	59%	50%	On Target
% of appeals disposed of within 39 weeks	78%	79%	79%	79%	76%	71%	72%	67%	75%	Near Target
% of appeals disposed of within 52 weeks	87%	86%	86%	86%	83%	79%	75%	72%	95%	Below Target
Average Cycle Time for All Appeals	25 weeks	26 weeks	26 weeks	26 weeks	28 weeks	33 weeks	36 weeks	40 weeks	26 weeks	Below 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	86 weeks	52 weeks	Below Target

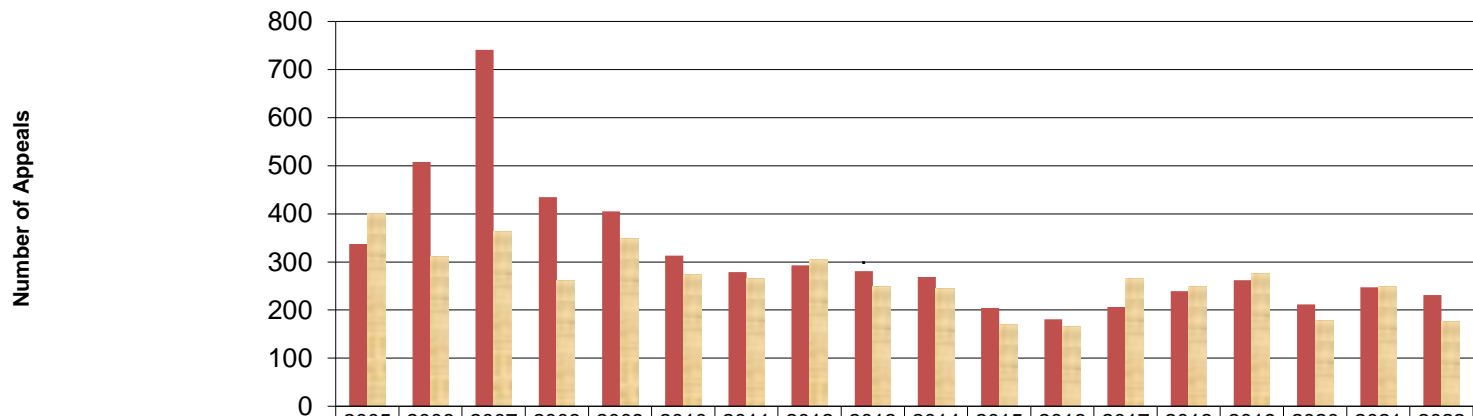
*Effective in CY19, cycle times are now based on a 3-year rolling average (i.e. – “Through CY22” includes appeals closed in CY20, CY21 and CY22.)

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 Substantive 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%
2021-2023	179	1	1 (100%)	0 (0%)	100%
2006-2023	2112	253	199 (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



	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
■ Appeals Closed	337	508	741	435	405	313	279	293	281	269	204	181	206	239	262	212	247	231
■ New Appeals	401	311	363	261	348	274	265	305	250	244	171	166	265	250	277	178	249	176

Calendar Year

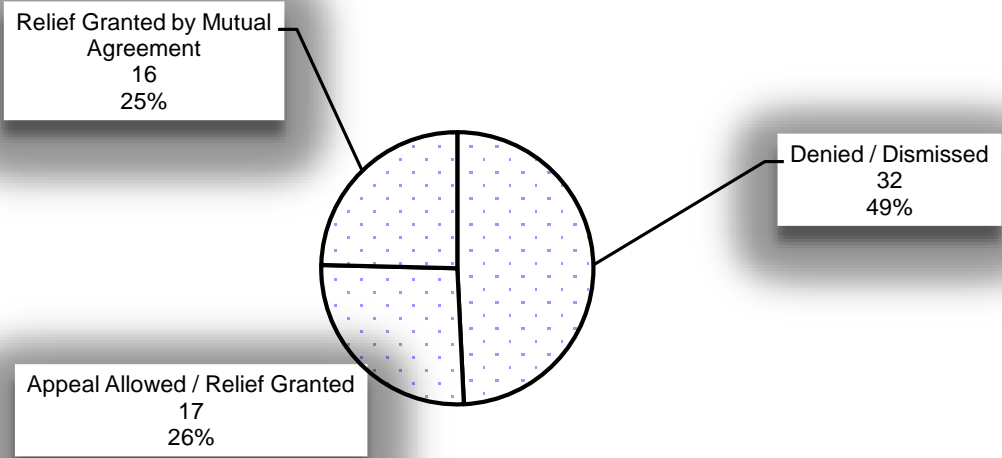
Massachusetts Civil Service Commission:
Open Appeals (By Age): Quarter-End Report

YEAR APPEAL FILED	4 th Quarter 2021	1 st Quarter 2022	2 nd Quarter 2022	3rd Quarter 2022	4 th Quarter 2022
2018	1	1	0	0	0
2019	11	8	4	3	0
2020	21	17	11	3	3
2021	124	99	61	42	22
2022	--	45	63	62	78
Total	158	170	139	113	103

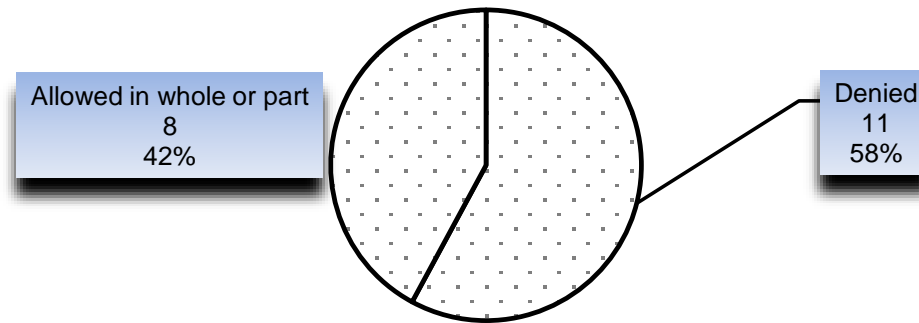
Massachusetts Civil Service Commission
Open Appeals (By Type): Month-End Report

TYPE OF APPEAL	4 th Quarter 2021	1 st Quarter 2022	2 nd Quarter 2022	3 rd Quarter 2022	4 th Quarter 2022
DISCIPLINE / LAYOFF	33	48	52	48	39
BYPASS	68	71	58	47	45
EXAM	19	10	2	3	1
RECLASS	15	16	7	7	6
NON BYPASS EQUITY	17	18	12	6	9
INVESTIGATION REQUESTS	6	7	8	2	3
TOTAL	158	170	139	113	103

**2022 Bypass and Related Appeals
65 Decisions**



2022 Discipline and Layoff Appeals: 19 Decisions



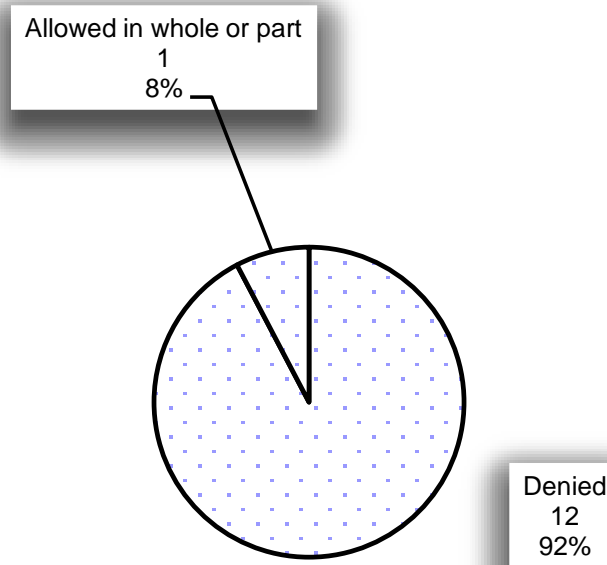
Since 1/1/06:

632

(77%) denied;

182 (23%) allowed in whole or part

2022 Examination Appeals: 13 Decisions



2022 Classification Appeals: 8 Decisions

